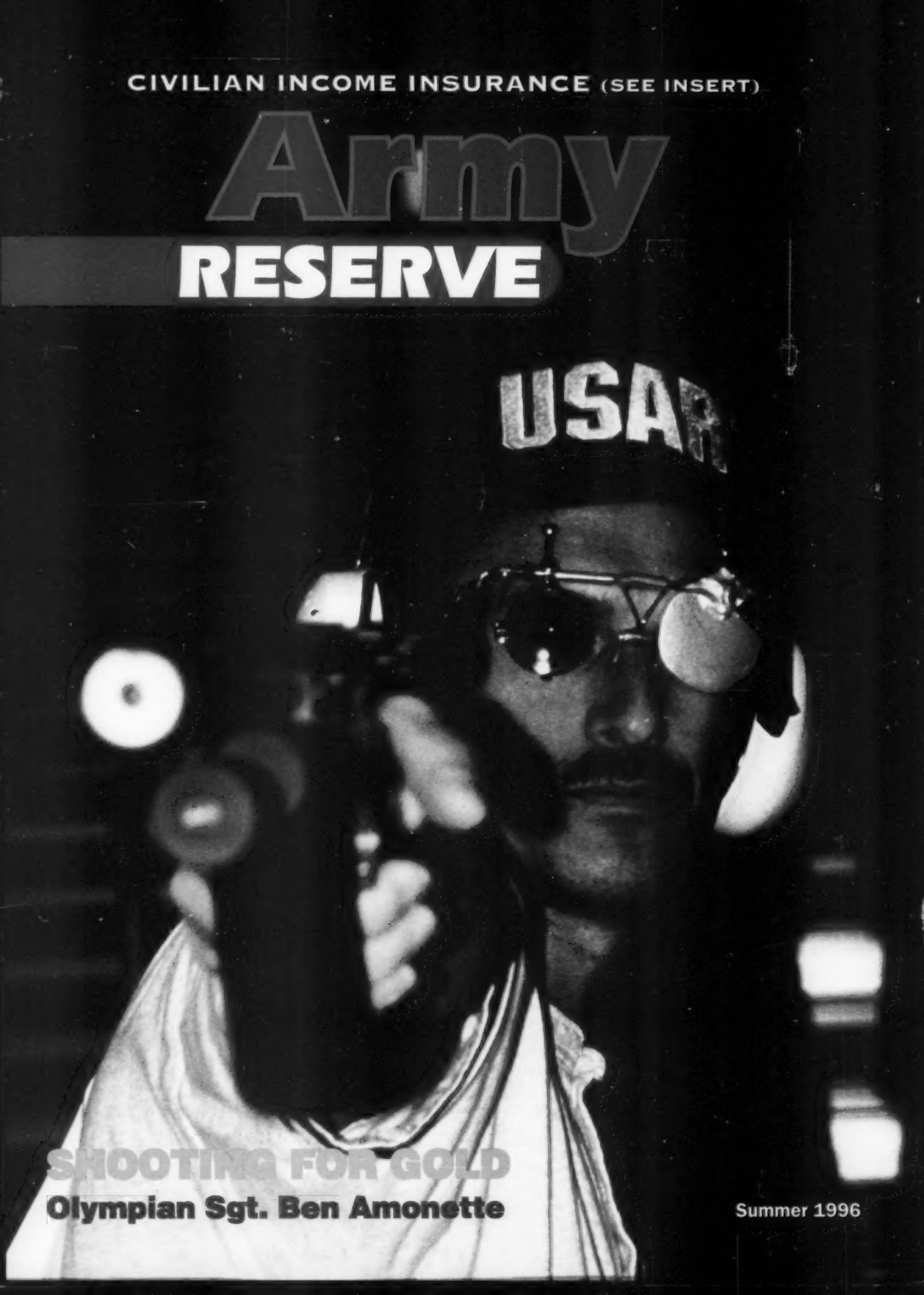
CIVILIAN INCOME INSURANCE (SEE INSERT)

Army RESERVE



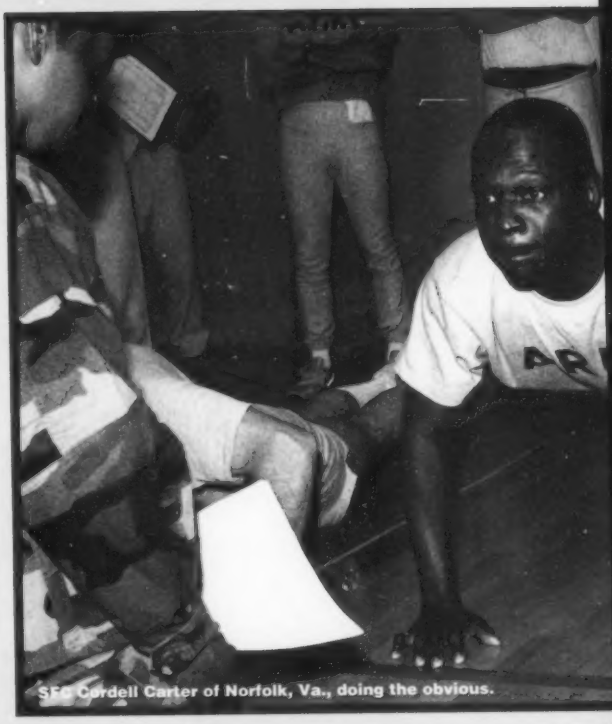
SHOOTING FOR GOLD

Olympian Sgt. Ben Amonette

Summer 1996

PREPPING

Firing a 9mm pistol at Fort Knox.



SFC Cordell Carter of Norfolk, Va., doing the obvious.

SSgt. Robert R. Wharton, 100th Division (IT), conducts a banana oil test on a fellow Reservist. The oil's strong odor permeates the mask if

for

KOREA

RSOI – perhaps an unfamiliar acronym. But not for 74 Individual Ready Reservists and Individual Mobilization Augmentee volunteers who spent about two weeks in Korea thanks to those four letters. A command post exercise, Reception, Staging, Onward Movement and Integration is conducted annually by Eighth Army. Mobilized Reservists processed through Fort Knox in April before heading overseas. The train-up in Kentucky included P.T., weapons firing and NBC classes, with the 326th Personnel Replacement Battalion of Indianapolis, Ind., at the helm.

Photos by Julia Coyner and SFC Dorothy F. Young

List of second rotation units – OJE, p. 11

Army Reserve

Magazine

Since 1954. America's largest circulating military magazine.

Volume 42, Number 1 **Summer 1996**

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8 SUMMER OLYMPICS
Army Reservists competed in two sports. Two citizen-soldiers carried the torch. Many others worked behind the scenes.

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A soldier gave his life in Somalia trying to protect his buddies. The Navy says thanks by naming a ship after him.

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Front cover. *Photo by MSgt. Mary Starmer. Army Reserve Sgt. Ben Amonette, a native of Radford, Va., competed in two Olympic events – men's free pistol and men's air pistol.*
Back cover. *A recently printed retention poster. Spc. Ruben Castillo, formerly assigned to the 238th Maintenance Co., San Antonio, is now in the Individual Ready Reserve and attending college full time.*

MAJOR GENERAL MAX BARATZ
CHIEF, UNITED STATES ARMY RESERVE

LIEUTENANT COLONEL JON R. FORY
CHIEF, PUBLIC AFFAIRS

"The Secretary of Defense shall require the complete and current dissemination to all Reserves and the Public, of information of interest to the Reserve Components."
Section 278, Title 10, U.S. Code

Army Reserve Magazine

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From the Chief, Army Reserve

Retention – a way of life

We do many terrific things in the Army Reserve ... but retention is not one of them. Each year about 30 percent of our force walks out the door. That's disruptive, a drain on readiness and expensive. The price tag to recruit and train a replacement is $50,000. More importantly, the exodus says we're doing something wrong. These soldiers came to us voluntarily. In some way we've let them down. While fixing the problem is everyone's responsibility, including the PFC who gripes about cleaning a drill hall, leadership is the key.

Maj. Gen. Max Baratz

Let me offer some retention tips to first-line leaders. I've preceded my comments with actual quotes from soldier surveys.

• ***"Nobody knew I was coming."*** Assign every new soldier a sponsor, someone with a good attitude, who knows the unit and who's been properly briefed. First impressions are critical. Be sure to introduce new soldiers to the unit at a formation. Get to know the newcomer as a soldier and individual. Maintain a Leader's Book.

• ***"Stop giving me such a hassle with my education benefits."*** Don't let pay problems fester. Money is a major reason young people join us. Ensure soldiers receive their full entitlements. Conduct regular classes on benefits. Become an expert on soldier issues or know whom to contact for help.

• ***"It took me three years to get a BNCOC slot."*** Fight for school quotas and Professional Development Education funds. Let soldiers attend school in lieu of Annual Training when possible. Conduct rigorous pre-NCOES training to help soldiers excel.

• ***"We always did CTT training, never our MOS."*** Every soldier has non-MOS duties. Keep them to a minimum. Be innovative with MOS training. Are there community options? Network with other units who may need your soldiers' skills. Cross-train. Turn a mechanic into a medic. Use soldiers as instructors.

• ***"Nobody helps anybody, nobody cares."*** Soldiers expect camaraderie, team building at weekend drills. Treat every soldier with respect. Reward soldiers at every opportunity, especially at formations. Hold soldiers accountable for assigned duties. Enforce standards of appearance, fitness and discipline.

• ***"We do the same thing every drill."*** You don't have to. Think outside the normal training box. Add an element of fun. Try athletic games, a unit bake sale, tours of local military installations or historical sites. Conduct regular MOS/CTT competitions. Most importantly, ask for ideas.

• ***"No one knows what they are doing."*** Talk regularly between drills with your chain of command. Mail training schedules and unit newsletters to soldiers. Don't use weekend drills to plan. That's time to execute.

• ***"Little information is put out to families."*** I would add employers as well. Conduct an Open House or Family Day. Send a letter to employers outlining the unit's mission, a soldier's responsibilities, and a point of contact. Reward employers who support your soldiers' military activities with a thank you call or formal letter.

Retention is not a start-stop task. It permeates all we do. Keep that in mind.

New officer management rules go into effect Oct. 1

ROPMA to bring RC into the 21st Century, in-line with AC

Much discussed, much maligned, the Reserve Officer Personnel Management Act, applicable to all services, takes effect Oct. 1, 1996.

The first major change in reserve officer management since 1954, ROPMA will impact appointments, promotions, separations and retirements. It does not apply to warrant officers.

ROPMA's purpose is twofold: 1) Standardize reserve officer personnel management across the military; 2) Align the reserve system with that used in the active component.

There will be no below zone consideration for the first promotion board to convene under ROPMA.

Maj. Gen. Max Baratz, Chief, Army Reserve, requested the early promotion option for the October 1996 board that will consider majors for promotion.

The request was denied in June by the Assistant Secretary of the Army (Manpower and Reserve Affairs).

Future decisions on below zone consideration will be made on a board-by-board basis.

Part of the FY 95 Defense Authorization Act, ROPMA:

• Eliminates mandatory time-in-grade requirements for promotion. ROPMA, instead, sets minimum and maximum TIG for each rank, with date-of-rank falling in-between (see chart at right). Individual Ready Reserve promotions will continue at maximum TIG.

• Eliminates mandatory time-in-service requirements for promotion.

• Provides a below zone promotion option, based on needs of the service, for captains, majors and lieutenant colonels.

• Promotes officers based on "best qualified" standards, not "fully qualified."

• Eliminates the time-in-grade extension past 30 years commissioned service for colonels, unless waived by the service secretary for "needs of the service." In essence, colonels must leave the military after 30 years commissioned service or age 60, whichever comes first. Previously, colonels could serve five years TIG before reaching their MRD, conceivably up to 35 years of commissioned service if promoted just before reaching the normal 30-year cap.

• Allows officers to delay a promotion upon selection. For the Army Reserve, that delay can be up to one year (not applicable to Active Guard Reserve officers). If the officer declines promotion at the end of one year, he or she is then con-

ROPMA

Time-in-grade requirements for the U.S. Army Reserve

2nd Lt.
Minimum – 2 years
Maximum – 2 years

1st Lt.
Minimum – 2 years
Maximum – 5 years

Captain
Minimum – 4 years
Maximum – 7 years

Major
Minimum – 4 years
Maximum – 7 years

Lt. Colonel
Minimum – 3 years
Maximum – To separation

Colonel/Brig. Gen.
Minimum – 1 year
Maximum – To separation

Example: Under ROPMA, Army Reserve Capt. Sue Smith must serve at least four years in grade before eligible for promotion consideration. Board consideration her fourth and fifth years would be "below zone." Her primary, or mandatory, look would be in the sixth year, the year before her maximum time-in-grade limit as a captain. This "year before max" rule also applies to majors and lieutenant colonels.

Let's say Capt. Smith was promoted in May 1992. Her below zone looks would be in 1996 and 1997, if BZ is authorized, with her primary look in 1998, typically in the fall. Adding administrative time for board results to be published, her promotion list likely would be released in early 1999, with her date-of-rank sometime before, or on, her max TIG date in May.

Pre-ROPMA, Capt. Smith would be promoted in May 1999, on the seventh anniversary of her promotion to captain, and not before.

Army Reserve graduates of Class #46, U.S. Army Sergeants Major Academy, Fort Bliss, Texas:

SGM Rodney Addison*+
MSG Ellen T. Anderson
MSG Joseph W. Bechely
MSG Robert H.P. Brown
MSG Raul Casas Jr.*
MSG Kenneth C. Fetters
MSG John L. Giesen
SGM William E. Gordon
MSG Arnold C. Hauswald
MSG Joseph C. Havers
MSG Cynthia A. Horton
SGM Stephen G. Johnson
MSG Jose A. Lopez-Canchani
MSG Ann F. Moore
MSG Michael P. Ogden*
SGM Garibaldi Ortiz+
SGM Victor M. Paz
MSG DeWight E. Scott
MSG Michael E. Smith*
MSG William R. Snider
MSG Robert J. Tazelaar
SGM Cathy J. Updike
MSG Peter G. Van Schagen*
MSG Robert D. Willard

* Top 20 percent of the class
+ Received Haines Award for research excellence

World's largest armies
(active component)

1) People's Republic of China
2.2 million
2) North Korea
3) India
4) Russia
5) South Korea
6) Vietnam
7) Pakistan
8) United States
499,900

(Source: U.S. Army Center of Military History, Feb 1996)

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(501) 771-8705
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(508) 796-6410
DSN 256-6410
96th RSC
(801) 584-4010/4286
99th RSC
(800) 567-9518
(412) 693-2266/7
124th RSC
(800) 677-3980
(206) 281-3131

sidered a one-time non-select for promotion. Officers who are twice non-selects are subject to discharge rules based on rank.

• Establishes a Reserve Active Status List according to seniority for each service. The Army's RASL will include USAR and National Guard officers. Officers with the same date of rank will be placed on the RASL according to the previous DOR, with other criteria used, if necessary, to "break ties." Officers can be selectively retained on the RASL past their MRD for "needs of the service."

Use of a RASL should mean little change in how USAR officers are promoted. Troop Program Unit and AGR promotions will continue to be position driven, with IRR promotions still done at max TIG.

• Retains officers on the RASL for up to two years after mobilization. Currently, mobilized officers are immediately placed on the Active Duty List and must wait one year to be considered for promotion, even if already on a USAR promotion selection list.

• Allows any eligible officer on the RASL to apply for a position vacancy promotion (currently unit vacancy promotions are open only to TPU officers in the next lower grade). Conceivably, under ROPMA, an officer on full-time duty or in the IRR could apply for a TPU position vacancy promotion. An AGR position vacancy promotion board is scheduled for January 1997.

Several provisions in ROPMA are already in effect:

• Extension of the mandatory removal date for *promotable* lieutenant colonels from 28 to 30 years of commissioned service, the same as colonels (or age 60, whichever comes first).

• An MRD of 28 commissioned years (or age 60) for captains, majors and lieutenant colonels (not promotable), regardless of age when commissioned.

• Requirement for National Guard officers transferring to the Army Reserve to do so at their current rank, not the highest USAR grade held.

• Requirement for a bachelor's degree for promotion to captain.

A "chain teaching" program on ROPMA is currently under way USAR-wide. ★

Active Guard Reserve

Career status coming for full-time officers

Intent is to manage AGR program in same manner as active Army

IMPLEMENTATION OF ROPMA IS A critical step in converting the Active Guard Reserve to a career program.

Maj. Gen. Max Baratz, Chief, Army Reserve, told AGR personnel managers last year: "Transition to a professionally developed, full-time support force postured to meet the Army's requirements and enhance readiness."

The Reserve Officer Personnel Management Act, which goes into effect Oct. 1, provides many of the tools necessary to fulfill that mission.

Key elements of the AGR transition plan:

• Assess officers for long-term service.

• Mirror the active Army program of career management. Strive to have the best qualified officer corps possible.

• Provide incentives for performance. Promote deserving officers early, either with mandatory boards or position vacancy boards. (The first position vacancy board is scheduled for January.)

• Train officers to become highly skilled in specific areas, not as generalists, as most AGRs are today. Rotate officers between command-level staff positions and unit-level assignments.

• Provide AGRs command time. Rotate command of selected units between AGR and TPU officers, with intent also to improve readiness.

• Select the best officers for resident schooling. Beginning in FY 97 (school year 1998), all AGR officers in a specific zone will be considered for attendance at resident schools, not just those who apply, as is done today.

• Assign officers based on qualifications and the unit's readiness level. Fill vacancies in Tier 1 units first, for example.

The Full Time Support Management Center currently is writing an Officer Professional Development Guide for AGRs. ★

Update

Mobilization

Retiree 'hip pocket' orders revoked Aug. 1

Army switches to call-up system based on need, telegram orders

ARMY RETIREES CAN IGNORE ANY mobilization preassignment orders they received when leaving the service.

Effective Aug. 1, 1996, the Army revoked all "hip pocket" orders, which told retirees where to report if mobilized.

Orders revoked were published by the Army Reserve Personnel Center or its predecessor, the Reserve Components Personnel and Administration Center (RCPAC). Individual orders to revoke existing "hip pocket" orders will not be issued.

In the future, call-up orders for retirees will be issued by telegram as the need arises.

The change is a result of downsizing and cost avoidance efforts, according to Don Ashenfelter, planning officer for the Retiree Mobilization and Management Program, ARPERCEN.

Retirees can still volunteer for call-up preassignment or special recall options such as disaster relief or crisis response. Call Ashenfelter for details, (800) 325-2660. ★

Reemployment rights

New job protection bill prompts more cases

RC claimants recovered $710,062 in lost wages, benefits in FY 95

THE NUMBER OF RESERVE COMPONENT reemployment rights cases opened in FY 95 by the Department of Labor increased 15 percent.

Nearly 78 percent, or 1,079 new cases, involved private sector employers, with 308 targeting government agencies.

Of the cases settled last year, 85 percent were closed in 90 days or less. Full restitution of pay and benefits occurred in 399 cases. Mutually agreeable settlements occurred in 164 cases. Claimants received a total of $710,062 in lost wages and benefits in FY 95.

At the claimants' request, 51 cases were referred to the Department of Justice for review.

The investigations took place under the Uniform Services Employment and Reemployment Rights Act of 1994. USERRA, a complete revision of the Veterans' Reemployment Rights Statute enacted in 1940, strengthens the investigative role of the Department of Labor and gives the Secretary authority to issue subpoenas.

Investigations under USERRA usually involve refusal by employers to reinstate an individual following military service, but may include improper discharge, seniority rights, promotions, rate of pay, retraining and other issues. ★

Administration

Many Army forms and pubs are computerized

Also, USAR retention publicity items must now be ordered electronically

THE U.S. ARMY PUBLICATIONS AND Printing Command is moving rapidly into the world of electrons.

A CD-ROM version of DA Pamphlet 25-30, Consolidated Index of Publications and Blank Forms, is now available.

USAPPC can deliver over 600 electronic forms on CD-ROM to users worldwide. Forms are also on the USAPPC homepage of the Web: **http://www-usappc.hoffman.army.mil**.

By October, USAPPC expects to have 50-100 administrative publications on CD-ROM.

With the STARPUBS DDN Interface Software, account holders can request publications subscriptions electronically, to include retention publicity items (RPIs). For a copy of the SDIS software, call Betty Bundy, (703) 325-6238. ★

USAR strength
(as of Feb 1996)

Individual Ready Reserve
341,771
Troop Program Units
208,199
Individual Mobilization Augmentees
11,190
Active Guard Reserve
11,698
Standby Reserve
1,122
Retired Reserve
595,546

HELP WANTED

Quality USAR soldiers in the grade of E5-E7 to recruit for the Army Reserve full time. Receive full active duty pay, allowances and benefits, plus $375 per month special duty pay. For information, call SFC Larry Linsey, (800) 223-3735, extension 6-0216.

Army Chief of Staff Awards for Maintenance Excellence

MTOE Light Category
Winner
HHC, 322nd Civil Affairs Bde.
Honolulu
Runner-up
146th Transportation Co.
Ogden, Utah

MTOE Intermediate
Winner
Co. C, 411th Cbt. Eng. Bn.
Honolulu
Runner-up
629th Transportation Co.
Clearfield, Pa.

MTOE Heavy
Winner
824th Quartermaster Co. (AD)
Fayetteville, N.C.
Runner-up
804th Signal Co.
Honolulu

Army Reservists Summer

Athletes

Related stories, p. 25

Eric Uptagrafft – a staff sergeant in the Individual Ready Reserve and native of Spokane, Wash. – holds the top spot on the U.S. men's prone rifle team.

An aerospace engineer in Denver, Uptagrafft, 30, won his first national title in 1990 at the Service Rifle Championships. He went on to become a collegiate all-American in 1992 and 1993 in air and small-bore rifle, winning the gold medal in the men's three-position rifle competition at the 1993 NCAA Rifle Championships.

"Without support of the Army Reserve," Uptagrafft said, "I would have never had the opportunity or resources to get this far in Olympic competition."

Sgt. **Ben Amonette**, 32, (pictured on the cover) will compete in men's free pistol and air pistol.

Free pistol has been part of the Olympics for 100 years. Competitors shoot .22-caliber pistols at targets 50 meters away. Amonette is the nation's top shooter in this event.

Competitiors in air pistol, which gained Olympic-event status in 1988, fire lead pellets from .177-caliber weapons at targets 10 meters away.

Amonette, a Reservist for nine years and 16-year veteran of the U.S. shooting team, competed in the 1992 Olympics, finishing 14th in air pistol and 19th in free pistol. He also won numerous medals at the 1995 Pan American Games.

In the Army Reserve Amonette's a small-arms repairman for the 2174th USAR Garrison, Dublin, Va.

SSgt. Eric Uptagrafft

SSgt. Libby Callahan

MSgt. Mary Stamer

Staff Sgt. **Elizabeth "Libby" Callahan**, a nine-year USAR national team member and 1992 Olympian (she finished 37th in air pistol), had to win a shoot-off tiebreaker to earn second position on the women's sport pistol team this year.

She's a military police instructor with the 8830th U.S. Army One Station Unit Training (OSUT) Brigade at Fort Meade, Md.

In civilian life, Callahan teaches special weapons and tactics to officers assigned to Washington, D.C.'s Metro Police Special Operations Division. She's also a police service revolver champion.

"Shooting is easy," Callahan said. "The difference is having the discipline to train constantly and win consistently."

An alternate on the men's rapid fire pistol team is Lt. Col. **Terry Anderson**, an Individual Mobilization Augmentee from Dallas, Texas.

No stranger to international competition, Anderson was a member of the 1980 Olympic pistol team and coached the 1975 U.S. National team.

Story by Elaine McGee

The 1996 Olympic shooting events were held July 20-27 at the Wolf Creek Shooting Complex near Atlanta's Hartsfield International Airport.

COMPETE IN THE Olympics

Torchbearers

Staff Sgt. Larry Haymes, an American Red Cross "Real Hero" (see story below), is an OPFOR specialist in 4th Brigade, 91st Division (Institutional Training). He carried the Olympic Torch May 7 in Tacoma, Wash.

While on duty as a security guard in August 1995, Haymes heard two pops inside the Lakewood Mall.

"At first I thought it was someone working on a display," he said. "But then I saw people panicking."

He grabbed a woman sprinting by and asked what happened.

"Someone's been shot!" she shouted.

Haymes, who carried no weapon, moved forward cautiously. Slowly turning a corner to the main concourse, Haymes saw a pair of legs twitching, a body convulsing.

Not seeing anyone else, Haymes ran forward and knelt next to an 18-year-old boy, shot in the head with a .22-caliber pistol.

As Haymes felt for a pulse, a young man came sprinting toward the Reservist. Fearing gang retaliation, Haymes threw up his arms, yelling, "I'm here to help!" It was the victim's brother.

Haymes began chest compressions; the victim's heartbeat quickly returned. On Haymes' order, a CPR kit was found, and another volunteer, using a mouthpiece, began mouth-to-mouth resuscitation (the boy was bleeding from his mouth and nose).

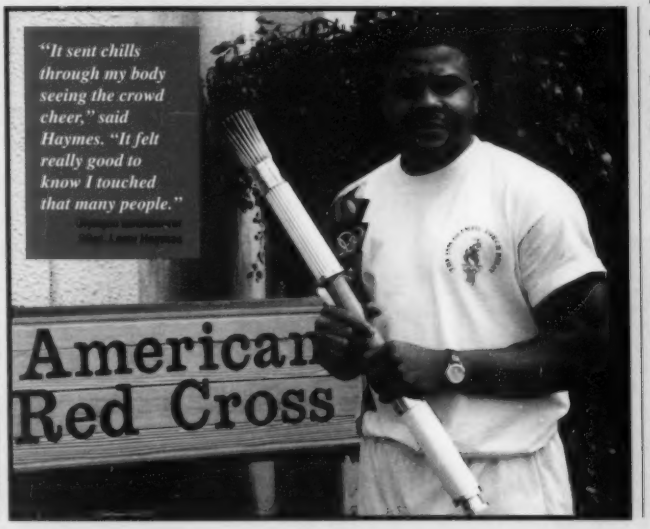
Haymes then told returning mall employees to build a circular barricade of chairs around the victim to keep onlookers at bay.

When the victim's mother arrived, a policeman at the scene whispered to Haymes, "Whatever you do, don't let this boy die."

Haymes continued CPR for about 30 minutes, until the teen was taken by ambulance to a hospital, where he died three hours later.

"I've got to credit my military training for giving me the confidence and skills to react," said Haymes, an ex-Army Ranger.

Haymes has been recommended for the Soldier's Medal, the Army's highest award for heroism outside of combat.



"It sent chills through my body seeing the crowd cheer," said Haymes. "It felt really good to know I touched that many people."

As the Olympic torch made its way cross country, Maj. Andy Alexander, a United Way "Community Hero," traced its progress state-by-state, city-by-city.

Alexander, a full-time personnel officer at the U.S. Army Reserve Command in Atlanta, carried the torch in mid-July, one of 10,000 torchbearers on the flame's circuitous trek.

Later, Alexander had an even more direct involvement with the Olympics, working as a Red Cross first responder at the beach volleyball event. He pulled similar duty at the 1996 Summer Special Olympics.

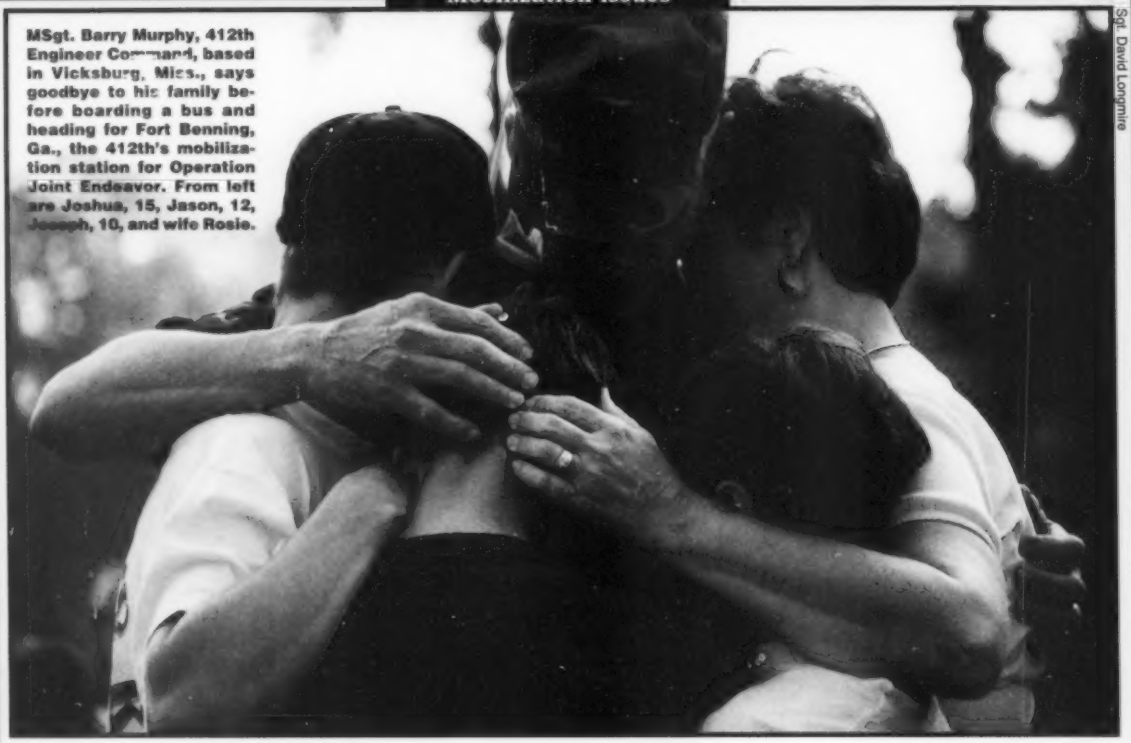
As a member of his community's Red Cross Disaster Assistance Team, Alexander is often one of the first people at the scene of a fire, flood or tornado, providing food, clothing and shelter to victims.

"I just want to give back to the community," said Alexander, a soldier for 24 years, Vietnam veteran and native of St. Louis.

At USARC, Alexander manages the REQUEST vacancy system for the 4,000 USAR units worldwide. **E.M.**

Update

- **Uptagrafft tied for 30th in men's 50-meter free rifle.**
- **Amonette tied for 25th in free pistol and tied for 44th in air pistol.**
- **Callahan tied for 23rd in sport pistol.**
- **Men's team handball, coached by USAR Capt. Rick Oleksyk (story, p. 25), finished with a 2-4 record, beating Kuwait and Algeria, and falling just 23-19 to heavily-favored Sweden.**
- **Army Reserve 1st Lt. Ruthie Bolton's basketball team (story, p. 25) won the gold medal. Bolton started every game at guard. The team finished its exhibition-Olympic season 60-0.**



MSgt. Barry Murphy, 412th Engineer Command, based in Vicksburg, Miss., says goodbye to his family before boarding a bus and heading for Fort Benning, Ga., the 412th's mobilization station for Operation Joint Endeavor. From left are Joshua, 15, Jason, 12, Joseph, 10, and wife Rosie.

Sgt. David Longmire

Communication is best preparation

Emotions connected with separations are many and vary from family to family. Most family members suffer from some sense of anger or loss at separation. The best way to deal with these feelings is to get them out in the open and discuss them.

Make sure your family, especially the children, understands why you are going and how long you will be gone. Assure your children that you are going because of your special job, and let them know how to contact you in case of emergency.

If the entire family understands the Army Reserve's purpose and shares your commitment to that purpose, separations will be more bearable.

Sit down with your family and work out practical matters. Come up with a budget for the separation time to ensure expenses are covered. Draw up a schedule for routine household chores and attend to basic repairs and maintenance before you leave.

Be sure your family is aware of the military benefits and support services available to them while you are away, such as unlimited commissary and exchange privileges.

Lastly, keep your attitude upbeat and reinforce family togetherness.

For your own protection and that of your family:

- Take the steps necessary to ensure your family actually receives the benefits to which it is entitled.
- Know whom to call if you or your family needs help or has an emergency.
- Keep your employer informed about your deployment and return.
- Tell your family what to expect from the Army Reserve and what the Army Reserve expects from you.
- Inform your family of your mission, training requirements and schedule.
- Protect your personal property. Take inventory of your possessions.
- Update your official family care plan at your unit to ensure guardianship and care of children and dependents.
- Keep your Emergency Data Form and SGLI beneficiary information up-to-date.

Some Reservists may qualify for R&R program

The Department of Defense has implemented a rest and recuperation program for soldiers supporting Operation Joint Endeavor.

Some key elements of R&R:

- To be eligible, soldiers must be deployed for at least 180 days in the OJE area of operation (Croatia, Bosnia, Hungary, Serbia, Montenegro and Slovenia).
- The program allows a 15-day absence, to include travel time.
- Travel time to and from the R&R location is not charged as leave.
- Soldiers receive roundtrip space required air travel at government expense to Philadelphia or Frankfurt, Germany. Soldiers must pay for transportation from there to the R&R site.
- Soldiers can participate in the program only once in any 12-month period.
- While on travel status soldiers can wear BDUs.

The R&R program is optional. Reservists can cash in any excess leave at the end of their deployment.

An in-theater pass program is available for soldiers on tours of 179 days or less.

Roads less traveled

By Philip Shenon

SARAJEVO – In 31 years with the New York City Transit Authority, Maj. William Robbins saw the damage that people can do to a city's fleet of buses and trains. Graffiti. Slashed tires. Windshields shattered by rocks or even gunfire.

But he had never seen the damage wrought by an artillery shell.

Robbins, of the 353rd Civil Affairs Command, Bronx, New York, stared into the burned-out hulk of what had once been a Sarajevo trolley car. It had a gaping hole in the roof left by a shell fired into the city in 1992.

"It was a direct hit," said Zekovic Hilmo, director of bus operations for the Sarajevo public transportation department. "The trolley was full of people. It was a terrible explosion – awful, awful. About 15 were injured, and five people died immediately."

Hilmo was leading Robbins and two other members of the 353rd – Lt. Col. Dwight Webster and Capt. William Woods, both veterans of New York's transit system – on a tour of this city's sprawling graveyard of buses, trolleys and trains destroyed during the war.

The charred hulks were stacked one on top of the other as far as the eye could see, evidence of the near-collapse of a 111-year-old urban transit system that was once the envy of Eastern Europe.

"In the war," Hilmo said, "almost everything in our transit system was destroyed, and that is why we would be very happy if you Americans can help us. We cannot do this for ourselves."

What was not destroyed, he said, was stolen by Bosnian Serbs who fled the capital at the start of the war. Of the 302 diesel buses in the fleet before the war, only 48 remain.

Robbins said he and his colleagues were eager to help. "Of course, we'll be rebuilding this thing from the ashes."

Webster, 43, a West Point graduate who in civilian life oversees the work of contractors restoring New York subway stations, said he was used to adversity, but much of the Bosnian transit system had been mined.

"The rail system is probably about 80 percent non-operational now," he said. "You're talking about stations that have been destroyed or sabotaged. I don't think more than 10 percent of the track has been de-mined."

Woods, 39, who as a civilian helps run the MTA's fare card system, holds a master's degree in business administration. He's been trying to find ways of raising donations of equipment or expertise from transit authorities elsewhere in the world.

He is also helping devise a fare system. For the time being, bus and trolley passengers in Sarajevo are traveling free on the few lines that have been restored to service. That may be necessary for now, given how the war has impoverished most of the city's population, but the free rides are also straining the system.

"The trolleys are so crowded that the engines are burning out," said Woods.

Second rotation units

813th Replacement Co., Gordo, Ala. (29 soldiers mobilized)
222nd Broadcast Public Affairs Det., Bell, Calif. (18)
341st Postal AG Det., Athens, Ga. (16)
334th Transportation Bn., Fort Sheridan, Ill. (39)
376th Engineering Det., Granite City, Ill. (17)
21st Theater Area Command, Indianapolis, Ind. (101)
350th Mobile Public Affairs Det. (18)
323rd Engineering Det., El Dorado, Kan. (26)
368th Finance Bn., Wichita, Kan. (52)
200th Transportation Control Det., Baltimore, Md. (11)
531st Transportation Control Det., Baltimore (7)
2122nd Garrison Support Unit, Baltimore (51)
356th Broadcast Public Affairs Det., Fort Meade, Md. (19)
352nd Civil Affairs Cmd., Riverdale, Md. (40)
354th Civil Affairs Bde., Riverdale (4)
450th Civil Affairs Bn., (36)
412th Engineering Cmd., Vicksburg, Miss. (28)
324th Replacement Bn., Starkville, Miss. (40)
535th Transportation Control Det., Fort Bragg, N.C. (7)
HQs, U.S. Army Civil Affairs and Psychological Operations Cmd., Fort Bragg (9)
422nd Civil Affairs Bn., Greensboro, N.C. (33)
139th Transportation Det., Fort Totten, N.Y. (8)
141st Transportation Det., Fort Totten (8)
1019th Service and Supply Co., Mattydale, N.Y. (28)
401st Civil Affairs Bn., Webster, N.Y. (20)
367th Mobile Public Affairs Det., Columbus, Ohio (18)
801st Replacement Co., Antlers, Okla. (29)
381st Replacement Co., Ponca City, Okla. (24)
360th Civil Affairs Bde., Columbia, S.C. (68)
489th Civil Affairs Bn., Knoxville, Tenn. (24)
302nd Military Police Co., Fort Worth, Texas (125)
HQs Detachment, 607th Military Police Bn., Fort Worth (36)
321st Civil Affairs Bde., San Antonio, Texas (17)
201st Public Affairs Det., Fort Belvoir, Va. (5)
310th Theater Army Area Command, Fort Belvoir, Va. (22)
300th Area Support Group, Fort Lee, Va. (12)
811th Ordnance Co., Rinelle, W.Va. (160)
757th Rail Movement Control Tm., Milwaukee, Wis. (12)
317th Military History Det., East Point, Ga. (3)
416th Engineering Command, Det. 1, Chicago, Ill. (6)
324th POW Information Center, Terra Haute, Ind. (17)
531st Transportation Control Det., Manhattan, Kan. (7)
2290th U.S. Army Hospital, Rockville, Md. (10)
324th Replacement Bn., Starkeville, Miss. (40)
304th Civil Affairs Support Element, Philadelphia, Pa. (34)
Det. 1, Co. B, 2/228th Aviation Bn., Sparta, Wis. (2)
345th Rear Tactical Operation Center, Bamberg, Germany (numbers not available for the remaining units)
316th Rear Tactical Operation Center, Bamberg
1172nd Movement Control Tm., Heidelberg
1177th Movement Control Tm., Heidelberg
280th Rear Area Operations Cmd., Heidelberg
336th Postal Det., Sheffield, Ala.
199th Air Traffic Movement Control Tm., Washington, D.C.
81st Movement Control Tm., Gainesville, Fla.
834th Postal Det., Miami, Fla.
3rd Infantry Detachment Rear Area Operations Cmd., Lawrenceville, Ga.
48th Military History Det., Fort Benjamin Harrison, Ind.
470th Postal Det., Chicopee, Mass.
142nd Movement Control Tm., Jamaica, N.Y.
2nd Psychological Operations Group, Cleveland, Ohio
326th Military History Det., Columbus, Ohio
1079th Garrison Support Unit, Fort Indiantown Gap, Pa.
2145th Garrison Support Unit, Nashville, Tenn.
304th Military Police Co., Bluefield, W.Va.

Home!

First rotation units are returning from Operation Joint Endeavor, as second rotation units mobilize (see troop list, p. 11). Soldiers from the 4005th U.S. Army Hospital, Lubbock, Texas, landed at Fort Benning, Ga., in May for final outprocessing, and were among the first to redeploy after over four months on active duty. Staff Sgt. Alex Monje, right, greets his 11-month-old son at the airfield. Monje's wife and son flew in from Lubbock for the homecoming. Monje is the unit's chief ward master.

Photos by SFC Gregory Deimel

Information on returning units is posted on DefenseLINK, a World Wide Web server, at: http://www.dtic.dla.mil/defenselink/

Family program coordinators

63rd RSC
(310) 795-2182
77th RSC
(718) 352-5882/5756
81st RSC
(205) 290-4087
88th RSC
(612) 713-3984/3985
89th RSC
(800) 892-7266, ext. 453
(316) 681-1759, ext. 453
90th RSC
(501) 771-7838
94th RSC
(800) 554-7813
(508) 796-6360
96th RSC
(800) 554-4293
(801) 584-4292
99th RSC
(800) 635-1290
(412) 693-2302
124th RSC
(800) 677-3980
(206) 281-3131
7th ARCOM
49-6202-80-6552
9th ARCOM
(808) 438-1896
65th ARCOM
(809) 749-0212
(809) 782-5852
Personnel Center
(800) 874-8451
Reserve Command
(800) 359-8483, ext. 8489
Civil Affairs, PSYOP
(800) 883-5538

TDY weight allowance

Soldiers deployed directly from CONUS to Germany as backfills are authorized to ship back to CONUS at government expense a TDY weight allowance based on rank:

- E1-E4 (under two years of service) – 225 pounds.
- E4 (over two years of service) through E7 – 400 pounds.
- E8 – 500 pounds.
- E9-O3 (including W1-W3) – 600 pounds.
- W4-W5 and O4-O6 – 800 pounds.
- 07 – 1,000 pounds.

Soldiers on orders with ultimate destination in the area of operation of Hungary, Croatia or Bosnia are not authorized a TDY shipment back to CONUS. These soldiers may ship personal property through the U.S. postal system at their own expense.

Fan mail

Messages received at the Pentagon over the World Wide Web:

- Sandy Santiago, New York: "My family and I strongly believe in what all our gals and guys in the armed forces are doing in Bosnia. It is hard for U.S. citizens to understand the cultural differences that make neighbors kill neighbors. Even with all our differences here in the states, we respect the rights of others. That's why it is important for us to remember the Constitution."
- Larry and Tracy Manes, Del City, Okla.: "Though it may not seem so wonderful at the moment, what each and every one of you is doing, preserving life and peace, is truly a great action. Thank you for your dedication and sacrifices."
- Janice Morgan, Oklahoma City: "So often we Americans take our freedom for granted. I truly appreciate your service to protect and defend not only our own country, but the freedom of other people who are oppressed."

Mail call

When sending mail to soldiers deployed for Operation Joint Endeavor, the address should include:

Rank and full name
Deployed unit designation
Operation Joint Endeavor
APO AE ZIP code

The APO AE ZIP code for soldiers assigned to Germany or Italy is the peacetime APO, and available through the unit representative stateside.

For soldiers deployed forward, use the following ZIP codes:

Zagreb, Croatia – 09770
Sarajevo – 09780
Split and Ploche, Croatia – 09781
Kiseljac, Bosnia – 09782
Tuzla, Bosnia – 09789
Army in Hungary – 09793

To verify ZIP codes, call the Military Postal Service Agency hotline at (800) 810-6098; the phone is staffed weekdays from 8 a.m. to 4 p.m. Eastern Standard Time.

In brief

BDU wear policy

The wear of BDUs is authorized on chartered or commercial flights for soldiers traveling on emergency or rest and recuperation (R&R) leave to Germany or CONUS and return. Soldiers can wear BDUs from their port of embarkation to quarters, and from their quarters to the port of debarkation. Once arriving at the initial R&R location or personal residence, soldiers must wear civilian clothes.

Outprocessing

Soldiers are required to outprocess and demobilize at the same station where they were mobilized. This is to ensure soldiers are accounted for and receive all entitlements.

Boss recognition

You can have the Army Reserve formally thank an employer for supporting your military activities.

The National Committee for Employer Support of the Guard and Reserve (NCESGR) will prepare a "My Boss is a Patriot" certificate suitable for framing.

All you do is complete a nomination form, available at most units or by calling SSgt. Sonja Hancock at NCESGR, (800) 336-4590, DSN 226-1400.

OJE on the WWW

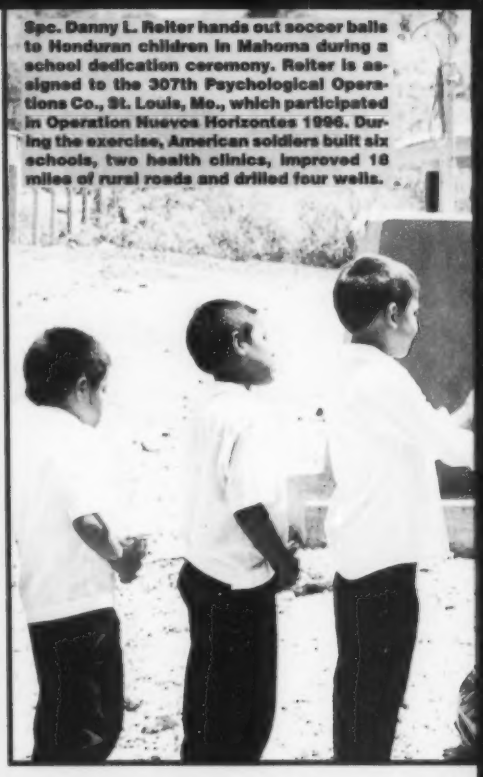
Direct news from Bosnia is now on the Internet.

The Talon, Task Force Eagle's official newspaper, is on BosniaLINK, the Department of Defense World Wide Web site dedicated to news and information on Operation Joint Endeavor.

BosniaLINK's address:
http://www.dtic.dla.mil/bosnia/talon

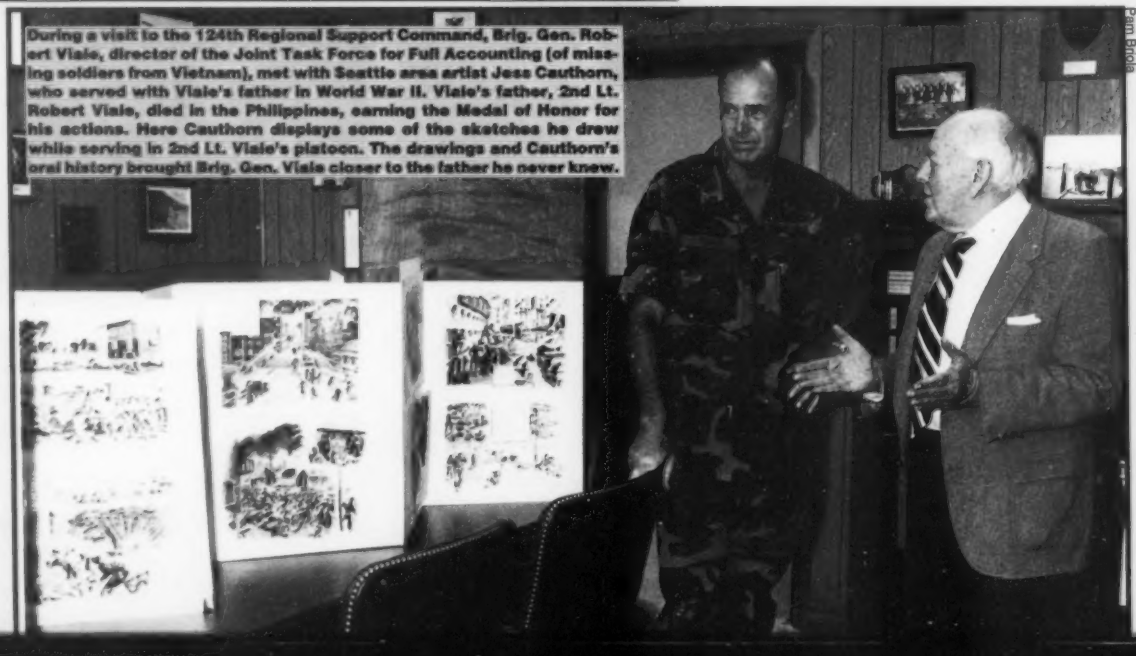
Litter bearers from the 405th Combat Support Hospital, Hartford, Conn., move a patient from an ambulance to the triage area during a mass casualty exercise at Fort Bliss, Texas, site of Roving Sands '96.

Sgt. Don McGill



Spc. Danny L. Reiter hands out soccer balls to Honduran children in Mahoma during a school dedication ceremony. Reiter is assigned to the 307th Psychological Operations Co., St. Louis, Mo., which participated in Operation Nuevos Horizontes 1996. During the exercise, American soldiers built six schools, two health clinics, improved 18 miles of rural roads and drilled four wells.

Military



During a visit to the 124th Regional Support Command, Brig. Gen. Robert Viale, director of the Joint Task Force for Full Accounting (of missing soldiers from Vietnam), met with Seattle area artist Jess Cauthorn, who served with Viale's father in World War II. Viale's father, 2nd Lt. Robert Viale, died in the Philippines, earning the Medal of Honor for his actions. Here Cauthorn displays some of the sketches he drew while serving in 2nd Lt. Viale's platoon. The drawings and Cauthorn's oral history brought Brig. Gen. Viale closer to the father he never knew.

Pam Brink

SSgt. Tina J. Kroske

moments

Sgt. David Longmire

One team – home and away

Pam Sigman, with daughters Marlena, 9, and Stephanie, 6, look on as an integral part of their family, Lt. Col. John Sigman, 412th Engineer Command, Vicksburg, Miss., departs for Operation Joint Endeavor as part of the second rotation of Reserve units.

We were

Dam break in

New Hampshire

Story by Capt. Ed Griffin

When a dam break brought death and chaos to Alton, N.H., residents received rock-solid support from U.S. Army Reserve engineers of the Granite State.

On March 13, the dam at Meadow Dam Pond collapsed, sending 92 million gallons of water and rafts of ice through a residential neighborhood, claiming the life of a woman as she and her husband made a desperate attempt to escape the water's onslaught.

A road was destroyed, trees toppled, homes seriously damaged. Debris floated down the Merrymeeting River.

Despite suffering $5.5 million in damage, Alton did not qualify for federal disaster relief funds. State and federal legislators instead turned to the 94th Regional Support Command at Fort Devens.

On March 22, the 368th Engineer Battalion, Manchester, responded with 20 soldiers, four dump trucks, a crane and other heavy equipment.

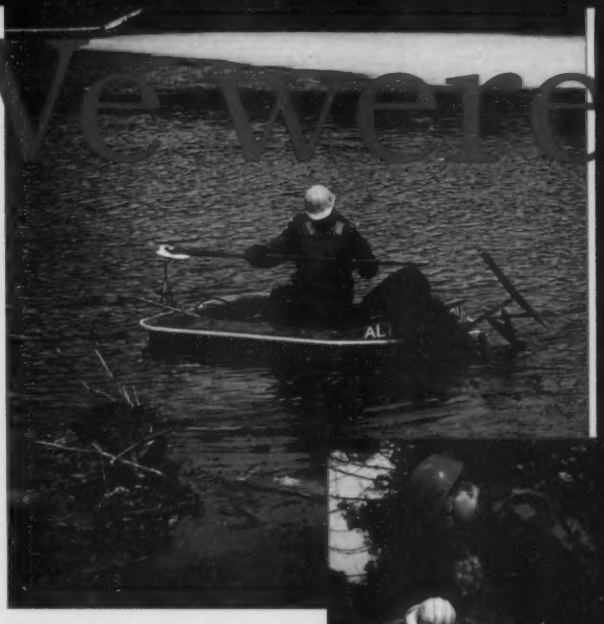
For two days Army Reservists cleared debris, taking it to the town dump. Temperatures in the low 30s and gusty winds turned a normal drill weekend into a training challenge.

"This worked out well," said Lt. Col. Ronald Sevigny, battalion commander. "The junior soldiers got a lot of stick time on the equipment, and it was good community relations, good visibility for the Reserve."

"I'm personally amazed with the amount of work the soldiers accomplished in such a short period of time," said Mark Aldrich, an aide to U.S. Senator Bob Smith. "We now have a clearer picture of the Reserve's emergency response capability."

Alton Fire Chief Russell Jones housed the engineers at his station for the weekend. Townspeople made sandwiches, pots of corn chowder and coffee.

"The Reserves have been wonderful," said Grace Walker of the New Hampshire Emergency Management Office. "Although this has been a terrible tragedy, there has been a happy ending in that we have been able to use these kinds of assets." ★



Photos by SFC Dave Zerbe

there

Humanitarian missions in

Papua New Guinea

Medical and engineer specialists from the 426th Civil Affairs Battalion (Foreign Internal Defense/Unconventional Warfare) recently conducted humanitarian missions in Papua New Guinea and Thailand.

Medic Sgt. Marcus Surjopolos taught a combat lifesaving course to PNG infantrymen as part of round-robin training by an active Army Special Forces "A" team.

"The PNG soldiers have a real-world mission and are serious learners," said Surjopolos, alluding to the government-guerrilla clashes on the island of Bougainville. Several of his students had pulled two or three combat tours.

In Thailand, two teams from the 426th helped build schools and provided medical care and training.

"The Thais take what we show them and apply it to ongoing projects," said Spc. Natt Narkthong, a CA specialist fluent in Thai. "They really appreciate what we do here."

2

3

Photos: 1) Sgt. Marcus Surjopolos (with hat) leads a group of PNG soldiers through a litter obstacle course. 2) Spc. Miguel Ortiz, a masonry-carpentry specialist, assists a Thai soldier in building a school house. 3) Sgt. Surjopolos gives a combat lifesavers class to PNG infantrymen. 4) Thai school children use toothbrushes provided by the 426th Civil Affairs Bn. 5) Spc. Natt Narkthong, a Thai-American civil affairs specialist, talks with a school principal about construction of a water tower.

Story, photos by SSgt. Mark Martello

Thailand

5

4

Rev up idle time

Drill weekends too valuable

We all know how difficult it is to train soldiers in the Reserve Component. Too little time, too much to do.

The average MUTA 4 training schedule is usually well intended, but doesn't always factor in last-minute visits from the IG, unscheduled command briefings, or time out to deal with a soldier's pay problems.

When "scheduled" and "actual" training time don't match, what's a trainer to do?

One answer is "Opportunity Training," defined in FM 25-101, *Battle Focused Training*, as:

> **"Training conducted by section, squad, team or crew-level leaders which is preselected, planned and rehearsed, but not executed until unexpected training time becomes available."**

Opportunity ("hip-pocket") training should be annotated in the comments section of the unit's training schedule.

NCOs should be responsible for opportunity training, and be given authority to make on-the-spot decisions. A critical element in preselecting training topics is the unit's Mission Essential Task List. All training must be relevant, specific and well prepared.

Stories by **Sgt. Jason B. Caswell**, a full-time USAR recruiter in Harrisburg, Pa., and former artilleryman in a Troop Program Unit with the Army National Guard.

Success is in preparation. One tool I use is the "big briefcase." I got the idea from my high school debate team. For each competition we'd gather as much information as possible on a topic, then put it in an oversized briefcase, neatly filed, easy to find, ready to support our argument, pro or con.

Today, when I go to drill, I use the same technique. My briefcase is filled with all the material I need to conduct opportunity training on weapons firing, land navigation, call for fire, NBC, etc. Included are training outlines, rosters, training aids and task evaluation forms. I started my briefcase as an E-4 and have added to it steadily. With briefcase in hand, I'm ready to teach a class anywhere, anytime.

Prep soldiers for NCOES

"Leadership is intangible, and therefore no weapon ever designed can replace it."

Gen. Omar Bradley

Soldiers selected for a Noncommissioned Officer Education System (NCOES) school must be prepared – physically, mentally and technically. Both the unit and individual soldier share that responsibility. NCOES schools are challenging, fast-paced and stressful. Success, again, is in preparation.

This is especially true for the Primary Leadership Development Course, the first true leadership test of our young soldiers.

It's imperative that units conduct pre-PLDC training. Here's some pointers:

- Ensure soldiers understand the importance of NCOES in terms of promotions and professional growth. Explain that, in part, leadership is a learned skill, nurtured by years of training, experience and education.
- Give the pre-PLDC training top priority. Ensure all soldiers attend.
- Use recent PLDC graduates as instructors.
- Conduct the course at a location away from the unit to cut down on distractions.
- Base your course on the most current PLDC outline.
- Put PLDC candidates in leadership positions during drills, especially in the field.
- Stress proper appearance and attitude. If a soldier is not to standard, separate him or her from those that are. Make them understand the "lead by example" principle.
- Set a high standard of performance.

Pre-NCOES training instills confidence. With that edge, your soldiers will get the most out of every NCOES opportunity. In turn, your unit gets more effective leaders.

Unit Training Record

As a trainer, organization is critical, and achieved only by careful record keeping. What works for me is a Unit Training Record, a large binder with 15 sections, and the yearly training schedule up front.

Section One is the unit's Mission Essential Task List, probably the most important section in the book. It's the basis for most of the unit's training.

Section Two is task evaluation forms for all essential common tasks. As the unit covers these tasks I mark down "trained, untrained or needs practice."

Section Three is evaluation forms for MOS training, completed much the same as for common tasks.

The remaining 12 sections are for each month of the training year. In each, I put a monthly training schedule, outlines, rosters and support materials.

As a trainer on a tight schedule, I've found it extremely useful to visit the armory weekly for updates. That helps cut down surprises on drill weekend.

Leader's Book

Leaders must know their soldiers. That's especially hard in the Army Reserve when contact often is only one weekend a month. To compensate, I use a profile or Leader's Book.

It's divided into six sections:

- **Administrative data** – information on the soldier's dependents, place of employment, current address, telephone numbers, ETS for retention purposes, date of rank for promotions and NCOES, disciplinary actions.
- **Physical training** – APFT scores, profile data, height, weight.
- **Weapons qualification** – serial numbers of weapons and sensitive equipment, battle sight zero.
- **Common tasks** – go/no go scores of METL-related tasks (the list should be simple and battle focused).
- **MOS-specific tasks** – go/no go scores; MOS training issues.
- **Soldier evaluations** – drill attendance, comments for future awards or NCOERs.

The book gives me a great deal of confidence as a leader, and proves to soldiers that I really care.

So you're taking COMMAND

By 1st. Lt. Chris Baer

You've just been asked by your battalion commander to take a company. Knowing that command is the ultimate in job satisfaction, you readily accept. What now?

There are generally two avenues of approach after you've accepted the unit guidon. The first, and most common, is to spend the first two or three drills just observing. The second tactic is to come in with "both guns blazing."

I propose the latter ... but only if you're confident and have done your homework.

To make the "big stick" technique work, you must know your unit before taking command. At a minimum:

- Request copies of the last assistance visits from higher headquarters staffs.
- Get information on strength, retention, attrition and unit morale from the strength management division.
- Find out from the comptroller division how many soldiers receive drill pay and what pay problems are persistent.
- Obtain copies of your unit's Mission Essential Task List and Yearly Training Plan from the training shop.
- Talk with logisticians about supply, maintenance and equipment readiness.
- Obtain a copy of your last Unit Status Report from the operations section.
- Pick the brains of the unit administrator and first sergeant.

These resources will position you to take command. Once you stand in front of a formation, all that is good and bad about the unit is a reflection of you.

Take charge

One mistake new commanders make is to dwell on popularity. Command isn't a beauty pageant. Soldiers want someone in charge who can lead them into battle and bring them home alive. Commitment to the job will instill loyalty.

Make necessary changes upfront to your unit's METL. Ensure your YTP provides battle focused training. Don't blindly accept the training program "that's always been."

Think outside the box. Training time and resources are limited. Look at community assets. Empower subordinates. Try a new AT. Most importantly, plan ahead. Use weekend drills to execute the plan, not to make one. Complete training schedules six months out and provide every soldier a copy.

Schedule as many MUTA 5's as possible. You can get more training done in 46 hours (Friday night through Sunday) than you can in a 16-hour MUTA 4. Go to the field regularly. Don't let the whiners sway you. Until a soldier has conducted operations in inclement weather, he or she is not prepared for battle.

Set the example

Conduct fitness training every drill. It doesn't have to be sit-ups, push-ups and a two-mile run. Try athletic games or road marches. Get yourself physically fit. Be first in line for the APFT. Don't hide behind your desk.

Set the example. Shine your boots. Maintain a military haircut. Press your uniform. If you cut corners on appearance, so will your soldiers. That lax attitude also will creep into maintenance, admin and training. Commanders don't have personal standards; they enforce Army standards.

Make on-the-spot corrections; it's your job. Every time you allow a soldier to pass without saluting, you contribute to the demise of discipline.

Don't allow administrative burdens to overpower training. Your job is to deflect training distracters. Don't cancel an APFT because the battalion commander makes a visit. Invite him or her to test.

Think proactive

Implement an approved on-the-job training program. You'll find getting citizen-soldiers school trained is difficult.

Conduct all NCOER/OER counseling during your first training assembly. Establish responsibility and hold subordinates accountable. FM 22-101 has guidelines on counseling.

Never miss a drill. It's hard to enforce attendance if your record isn't clean. Standing in ranks is "to standard." Good attendance reflects a commitment, and tells soldiers you're dependable.

Don't worry about your officer efficiency report. The day you do is the day you become reactionary instead of proactive. Consistently give 110 percent and your report card will shine.

Concede upfront that you can't properly command a unit by working just 16 hours a month. Weekday meetings and telephone calls will become routine.

Talk to your boss at every opportunity. Learn what he or she expects of you. By the same token, continually talk to your subordinate leaders. Communication makes or breaks an organization.

Command IS a tremendous responsibility. But the rewards are immeasurable. All soldiers want to be part of a winning team. You're the captain. Lead the way.

1st Lt. Chris Baer is a platoon leader in the 129th Transportation Co. (HET), Osage City, Kan.

Mil techs

Gotta love 'em. They're a unit's lifeblood between drill weekends

Story by Sgt. Bill Brockberg and James Devine

In Debra McGrath's office hangs a poster of a soldier in combat. It reads: "Let no man's soul cry out ... 'Had I (only) the proper training.'" McGrath never wants a soldier in her unit to wail that lament.

As one of 6,600 full-time military technicians in the Army Reserve, McGrath daily strives to make her unit ready for mobilization ... and the battlefield.

"I do what I can to help Reservists get their Reserve job done," said McGrath, a mil tech for 10 years. "I'm the unit's continuity between drills."

The Defense Act of 1929 created mil techs to care for the Army's horses. The program expanded steadily, especially following World War II, when the Department of the Army realized it needed full-time support in Reserve units to ensure readiness upon mobilization.

Most mil techs today serve as unit administrators (or SSAs – Supervisory Staff Administrators), in Area Maintenance Support Activities (AMSAs) or in Equipment Concentration Sites. All are civil servants and Troop Program Unit members, generally with the unit they support as a mil tech if a TPU position is open.

McGrath is an SSA with the 329th Service & Supply Battalion, St. Louis. During weekend drill, SFC McGrath is a counter-intelligence agent with the 399th Military Intelligence Company.

Mil tech Vernon H. Uhe is maintenance supervisor at AMSA 159G in St. Louis. In the Reserve, CWO3 Uhe uses the same skills as maintenance officer for the 620th Combat Support Battalion.

"Last quarter my AMSA turned out 405 work orders for small arms, vehicles, commo and power generation material," said Uhe. His maintenance shop of 19 mil techs supports 50 units and 5,000 soldiers. "We're an extension of everybody's motor pool."

The "dual status" of mil techs provides an added challenge.

"Reservists turn to us constantly during weekend drill," said Frank Tucker, a public affairs mil tech and officer in the 102nd Army Reserve Command, St. Louis. "That sometimes makes it hard to do your TPU job."

Mil techs work in nearly all functional areas found in the USAR. They represent their commanders and staff officers during the week on a broad spectrum of issues, from admin to training. Most mil tech job descriptions are, by necessity and design, very broad in scope.

"A lot of things come up during the week that aren't the job of any one person in the unit," said McGrath. "It's the SSA's responsibility to get it done."

Almost all mil tech positions fall under command and control of the U.S. Army Reserve Command in Atlanta. About 4 percent of the program supports the U.S. Army Special Operations Command, Army Pacific and Army Europe. Most mil techs, around 80 percent, are enlisted soldiers in a TPU, with about half in pay grade E-7 or above.

"Twenty-eight days a month the unit is basically run by the mil techs," explained Wayne Loehring, acting chief of the Military Technician Support Office, St. Louis, and a USAR sergeant major. "It's an all-encompassing, extremely important, but often underappreciated job."

For information on the military technician program, call **Mr. Wayne Loehring** at the Full Time Support Management Center, St. Louis, **(800) 325-4118, ext. 1541.**

Sgt. Bill Brockberg

Mil tech Jim Reichert works on a UH-60 Blackhawk helicopter at the Aviation Support Facility, Scott Air Force Base, Ill. As a Reservist he's assigned to the 5038th U.S. Army Reserve Forces School.

New address for reports

There's a new address at ARPERCEN to send TPU soldier evaluation reports.

Officers:

Commander
ARPERCEN
ATTN: ARPC-OPM-E
9700 Page Avenue
St. Louis, Mo. 63132-5200

Enlisted soldiers:

ATTN: ARPC-EPS-E

328th earns unit medal

The 328th Medical Battalion, 807th Medical Brigade was recently awarded the Meritorious Unit Commendation for supporting the 1st and 3rd Armored Divisions during Desert Shield/Storm. The battalion inactivated in September 1992.

For additional information, members assigned during the period Nov. 29, 1990, to May 17, 1991, should contact the 90th Regional Support Command, 8000 Camp Robinson Road, North Little Rock, Ark., 72118-2205, telephone (501) 771-7805.

CJCS approves awards

Joint Meritorious Unit Awards have been awarded by the Chairman of the Joint Chiefs of Staff for:

- Joint Staff (to include the Office of the CJCS and Defense Intelligence Agency/J-2) for numerous crisis situations throughout the world between June 1, 1994, and Jan. 1, 1995.
- Combined Task Force *United Shield*, Jan. 9-March 3, 1995, Somalia.
- Joint Special Operations Command (and assigned units for Task Force *Ranger*), Aug. 22-Oct. 25, 1993, Somalia.
- HQ, U.S. Central Command, Oct. 8, 1994-March 16, 1995, Southwest Asia Operations *Vigilant Warrior* and *United Shield.*

Operations qualify for HSM

Humanitarian Service Medals are approved for:

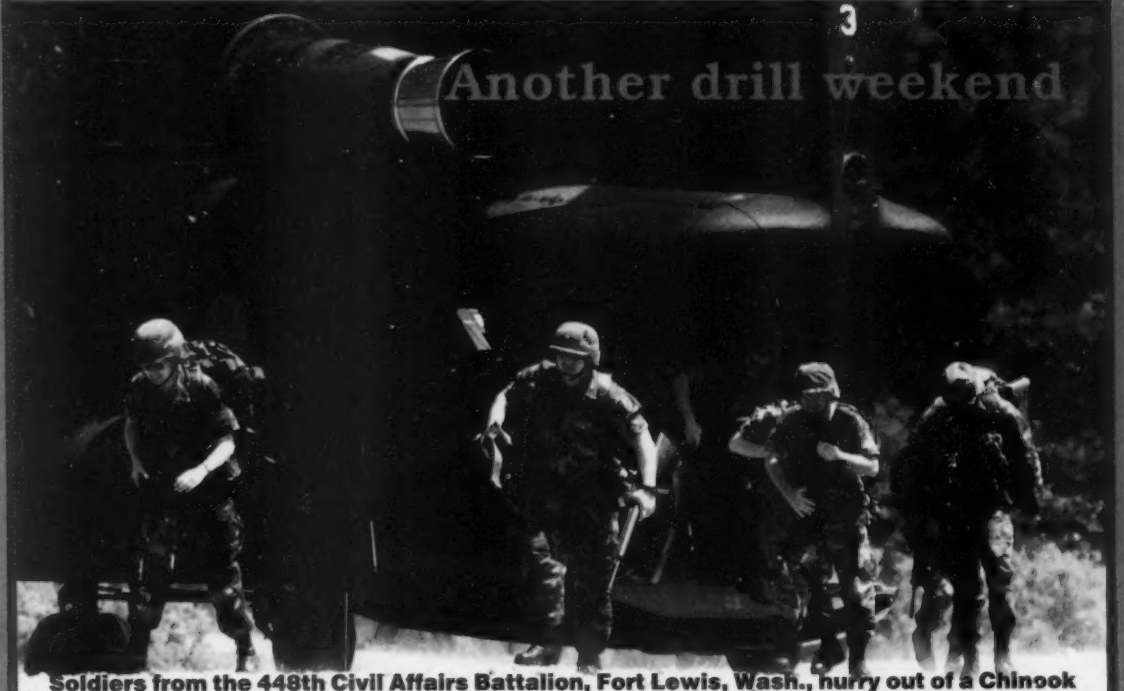
- **Joint Task Force *Safe Haven***, Aug. 26, 1994-March 3, 1995.
- **JTF *Marianas***, Aug. 28-Sept. 19, 1992.
- Personnel who participated in the **1994 Colombia Earthquake Relief Effort**, June 6-28, 1994.
- Personnel on a by-name list assigned to **JTF *Support Hope***, July 20-Oct. 7, 1994.

USAR volunteers lauded

Winners of the 1995 U.S. Army Reserve Volunteer Award (presented to outstanding family support volunteers from the Major Subordinate Commands):

- **Wynella Bethards**, 87th Division (Exercise).
- **Valerie Davis**, 63rd Regional Support Command.
- **Karen Hammond**, 108th Division (Institutional Training).
- **Kathleen Murphy**, 84th Division (IT).
- **Lydia Ruscillo**, 91st Division (EX).

Recipients received a plaque from Office of the Chief, Army Reserve.



Soldiers from the 448th Civil Affairs Battalion, Fort Lewis, Wash., hurry out of a Chinook helicopter at the start of the 10-kilometer ruck march during June's weekend drill. Army Reservists from the 158th Aviation Regiment, Everett, provided the aerial taxi.

Give boards their due

An official letter arrives asking you to submit a packet for board consideration. You check your microfiche, dig out missing documents, write a letter to the board president, and send the packet certified mail. You even call St. Louis to ensure the paperwork arrives.

A few months later you get a similar request for a different board. You go through the same drill to update your records.

Six months later you get a third board request asking for the same information.

Why can't they just go to your official military personnel file?

Here's the explanation.

• Submitting data to a board does not automatically update an OMPF. It's best to send additional copies to your Personnel Management Officer/NCO, who will add it to your official file.

• Packets mailed to a specific board become the property of that board. By regulation, boards must hold all records for designated periods of time in the event documentation is needed to support board actions.

• By regulation, boards are prohibited from submitting items in a packet for entry into official personnel records.

• Several items in a board packet (photo, DD Form 2-1, Officer Record Brief, letters to the board) cannot be added to personnel files.

The board process is not the proper way to update an OMPF. Soldiers in the IRR or IMA program should send documentation to PMOs/NCOs. TPU soldiers should coordinate with unit administration support personnel.

Soldiers should update their OMPF regularly, especially when a status changes (promotion, new award, change of address or telephone number, etc.).

1995 Annual Report

Selected highlights of ARPERCEN's 1995 Annual Report:

• Trained 79 percent of IMA soldiers in FY 95.

• Filled 70.4 percent of school seats.

• Provided 300 soldiers to support the counternarcotics program and other non-Department of Defense initiatives.

• Placed 2,542 officers and 2,588 enlisted soldiers in TPU assignments.

• Ordered more than 550 IRR and IMA soldiers to AD to support training exercises.

• Completed 309,791 cases in the Retired Activities Division. Of those, 257,069 concerned retirement points, 52,722 involved retirement services.

• Provided over $12 million in benefits to 5,400 soldiers released voluntarily or through loss of position as a result of downsizing.

• Processed 57,693 awards requests.

• Published 1,194 orders in support of the Competitive Events program.

• Assisted 12,061 people through the Customer Service Center [the telephone number is (800) 318-5298].

• Distributed a training video on how to correctly complete OERs and NCOERs.

Retirement points

The annual DARP Form 249, or retirement points statement, is in the mail again.

In September 1995, ARPERCEN stopped mailing statements to allow time for record updating.

"We were simply finding missing data and too many errors," said Lt. Col. Susan Switzer, chief of the Retired Activities Division. "We decided it served no good purpose to mail incorrect statements."

The scrub of 160,000 retirement points records ended in April. ARPERCEN is now playing catch-up with mass mailings, and expects to be back on schedule by August.

Soldiers generally are issued the annual Form 249 three months after their Retirement Year End (RYE) month.

With the statement, soldiers receive instructions on how to make corrections (Troop Program Unit soldiers make corrections through their unit administrators).

Soldiers at any time can request a retirement points statement by calling the Retired Activities Division, (800) 325-8311.

In brief

AGRs needed

The Army Reserve is looking for highly qualified soldiers to serve three-year active duty tours in the Active Guard Reserve program.

AGR soldiers carry a green ID card and receive all active duty benefits:

• Active duty pay.

• On-post housing or an allowance to live off-post.

• Full dental and medical care for the soldier.

• Thirty days of paid leave per year.

• Regular active Army retirement upon completion of 20 years of active federal service.

All AGR positions directly support the Army Reserve, and include assignments overseas.

The Full Time Support Management Center, St. Louis, manages the AGR force. FTSMC is accepting applications for grades E-3 to E-7 in all military occupational specialties, and for officers through O-4 in combat support and service support branches.

Next deadline for submitting application packets is Oct. 15, with the board convening in January 1997.

For more information or to request an application packet, call the FTSMC Boards Section, (800) 325-4118; at the chimes, press 4.

Medical records to VA

The Department of Veterans Affairs will soon be the caretaker of all medical records for Individual Ready Reservists.

Since 1992, medical records of soldiers entering the IRR have been stored by the VA. But soldiers who entered the IRR before 1992 had their medical records maintained by ARPERCEN.

It's these pre-1992 records that will be transferred to the VA over the next four months.

For access to medical records, IRR soldiers should call their regional VA center. Consult the blue pages in your phone book for the number or call the VA at (800) 827-1000 for assistance.

This change is part of ARPERCEN's transition to a personnel command in October 1997.

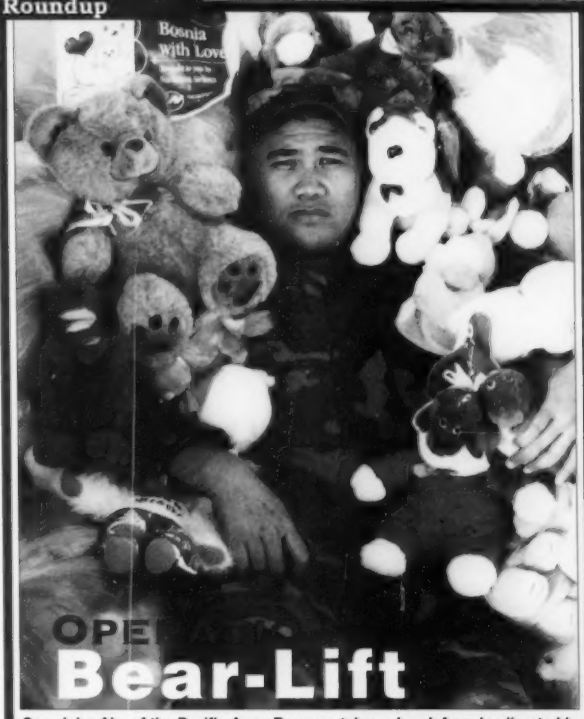
Dirgins honored by 7th ARCOM

By Capt. Brendt J. Vitale

The first officially named U.S. Army Reserve center outside American territory was dedicated in a ceremony in Schwetzingen, Germany, on April 19. The center was named in memory of Brig. Gen. Richard J. Dirgins, former commander of the 7th Army Reserve Command.

Dirgins commanded the 7th ARCOM from December 1987 until July 1994, and was the first general officer in the command. He was instrumental in spurring the ARCOM's growth from two units and 260 soldiers to 22 units with almost 900 soldiers in Germany and Italy.

He died suddenly in January 1995, just six months after relinquishing command, and was buried in Weldon, Germany, where he had spent many years with his family. Dirgins is the first U.S. general since World War II to be buried on German soil. The 7th ARCOM is the Army Reserve's only forward-stationed command. ★



SSgt. Tony Falkenberg

Spc. John Ala, of the Pacific Army Reserve, takes a break from loading teddy bears headed to Bosnian children. Two planeloads of stuffed animals, over 28,000 critters in all, collected by church organizations and Army Reservists, arrived in Germany this past spring. A military convoy made final delivery to Tuzla.

Roundup

63rd Regional Support Cmd.

Master Fitness Trainers put teenagers to the test during the Los Angeles Emergency Preparedness Fair.

Conducting one of 20 stations at the fair, Reservists gave a quick overview of the benefits of physical training, then had the youngsters do a few warm-up exercises. A short workout with sit-ups, push-ups, flutter kicks and side-straddle hop followed.

At a separate station, Reservists from the 113th Medical Detachment, 176th Medical Group and 2nd Medical Brigade displayed a combat stress chamber, which treats casualties from combat and natural disasters.

412th Engineer Cmd.

One of the largest contingencies of military engineers since the Civil War laid siege on Vicksburg, Miss., in May.

The engineers were in town for the 17th Annual War Trace Conference, hosted by the 412th. Attendees included 18 general officers (Maj. Gen. Max Baratz, Chief, Army Reserve was one) and engineer staffs from the United States, Germany and Korea.

At the conference, Army leaders discussed worldwide engineer operations.

1215th USAR Garrison

This Willow Grove, Pa., unit proved the perfect understudy for Fort Drum, N.Y., mobilization planners during Operation Positive Force 96.

The exercise tested the preparedness of active and Reserve Component units at 15 power projection platforms nationwide.

By mission's end, the 1215th reviewed the deployment status of 30 RC units and tested new mobilization computer software. This was the 1215th's first mission at Drum.

335th Signal Command

Working outside Atlanta, this East Point, Ga.-based unit played a pivotal role in communications support for Bright Star 95. The 335th made it possible for U.S. soldiers in Egypt to receive pay vouchers and make telephone calls home, and supported a joint service communications network.

Two subordinate units, the 807th and 820th signal companies, laid miles of cable that allowed over 1,200 telephones to operate in Cairo West, the coalition headquarters.

883rd Combat Stress Control Co.

Nearing the end of its 270-day mobilization for Operation Joint Endeavor, this Boston, Mass.-based unit keeps soldiers psychologically mission ready.

One infantry soldier successfully treated overcame a fear of Bradleys after his fighting vehicle was destroyed in Bosnia by a land mine.

With teams in three areas of Germany, the Reservists also counsel family members.

The company includes three psychiatrists, two social workers, one clinical psychologist, nine behavioral science specialists and four psychiatric technicians. ★

Representatives from the 95th Division (IT) traveled to the Pentagon in May to receive accolades as the Army Reserve's overall ACOE winner.

95th Division wins top ACOE award

Two trophies and a check for $175,000 made the 95th Division (Institutional Training) the big USAR winner in this year's Army Communities of Excellence competition.

The Oklahoma City-based division captured overall honors and top prize in the medium-sized category. It was the division's fourth 1st place finish in the medium-sized category in the last five years.

Representatives from the 95th traveled to the Pentagon in May to receive accolades from the Army Chief of Staff. The cash award must be used for quality-of-life programs.

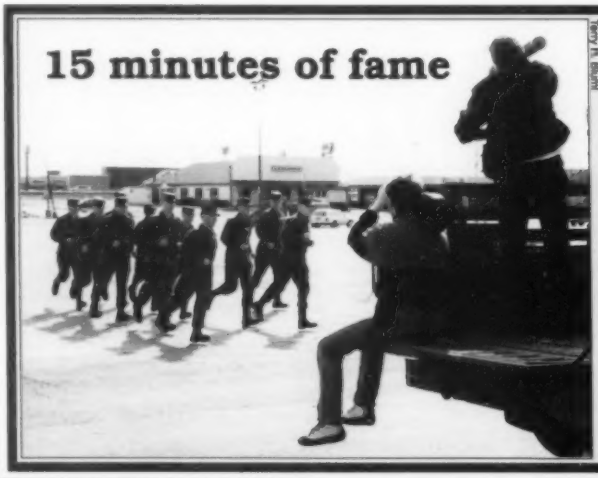
The **120th Army Reserve Command**, with headquarters at Fort Jackson, S.C., won the large-unit category and $100,000. Winner of the small-unit category (and $100,000) was the **412th Engineer Command**, Vicksburg, Miss.

Runners-up: **81st Regional Support Command**, Birmingham, Ala.; **89th RSC**, Wichita, Kan.; **90th RSC**, North Little Rock, Ark.; **91st Division (Exercise)**, Sausalito, Calif.; **96th RSC**, Fort Douglas, Utah; **143rd Transportation Command**, Orlando, Fla., and **377th Theater Army Area Command**, New Orleans.

Honorable mention: **7th ARCOM**, Heidelberg, Germany; **9th ARCOM**, Fort DeRussey, Hawaii; **63rd RSC**, Los Alamitos, Calif.; **94th RSC**, Devens Reserve Forces Training Area, Mass.; **100th Division (IT)**, Louisville, Ky.; **124th RSC**, Seattle; **311th Corps Support Command**, Los Angeles; **420th Engineer Brigade**, Bryan, Texas; **Army Reserve Personnel Center**, St. Louis, and **Fort McCoy**, Wis.

The **89th RSC**, headquarters in Wichita, Kan., won **Rookie of the Year** honors. That award goes to a unit that has not won ACOE money within the last three years. ★

15 minutes of fame



Terry R. Blunt

A news crew from Holland turned soldiers in the 324th Prisoner of War Information Center into international film stars recently when the Terre Haute, Ind., unit received mobilization notification for Operation Joint Endeavor. The Reservists spent a weekend drill performing before the camera, including this P.T. demonstration. The VPRO Television crew was collecting footage for a 50-minute piece on American military intervention in Europe, from World War I to Bosnia today. "Never a dull weekend, there's always something," said Spc. Christopher Moriarty, a veteran of Desert Storm and the 82nd Airborne Division.

People

USAR officer coaches Olympic handball team

"I like our chances of surprising a number of people," said Capt. **Rick Oleksyk**, coach for Olympic men's team handball. A former player and coach of the U.S. National team, Oleksyk excelled at the sport (part basketball, part soccer, played indoors) while a cadet at West Point, winning three collegiate championships. Oleksyk stayed active in team handball while serving on active duty in the Air Defense Artillery. He transferred to the Individual Ready Reserve in 1992.

Oleksyk played on the U.S. National team for eight years.

77th RSC soldier named retention NCO of the year

Recognition, challenging work and a chain-of-command that listens are key ingredients to retention, according to SSgt. **Byron A. Lee**, the 1995 USAR Retention NCO of the Year. "Give lots of awards and don't look to punish so quickly," he cautions. Lee's been retention NCO since 1992 at the 77th Regional Support Command, Fort Totten, N.Y. "If a soldier's not performing, ask him or her what's wrong. Sometimes it's a problem the Army Reserve can help fix." Lee spent four years on active duty as an infantryman before transferring to the USAR in 1989. "I take joy in taking care of soldiers. I want them to have the same opportunities and guidance I had along the way."

Lee received plaques from the Secretary of the Army and NCO Association, and a trophy from the Chief, Army Reserve.

Bolton first Reservist to earn basketball slot

First Lieutenant **Ruthie Bolton** is the first Army Reservist to make the U.S. Olympic women's basketball team. A former member of the 375th Transportation Group (Composite), Mobile, Ala., Bolton is now in the IRR.

Commissioned from the ROTC program at Auburn University, Bolton's basketball team there compiled a 119-13 record.

After college she played for professional teams in Europe.

A guard, Bolton was a starter for this year's U.S. National team.

At Auburn, Bolton was a two-time second team all-American.

What's the latest from Moscow? Tamy knows

Interested in military issues from other nations? A good source is Lt. Col. **Vincent Tamy**, senior regional plans officer with the USAR Element, U.S. Atlantic Command, Norfolk, Va. Tamy delivers a monthly intelligence report to USACOM Reservists from all services. In preparation, he supplements Department of Defense and State Department reports by reading several daily newspapers and weekly news magazines, and by listening to international radio broadcasts (the BBC and Radio Moscow are two favorites). Tamy, who holds a bachelor's degree in philosophy and German, is a civilian food service director.

Tamy's rapid-fire update covers military, economic and political issues impacting USACOM.

NAAD open to LPNs

Qualified licensed practical nurses (91Cs) may now be attached to the National AMEDD Augmentation Detachment in Atlanta.

NAAD attachment provides an alternative for LPNs who cannot be assigned to a USAR unit close to home, but who desire or are obligated to participate in the Selected Reserve.

Formed in 1988 to manage Army Medical Department officers with critical wartime specialties who were geographically displaced from units, NAAD manages all personnel, training and finance actions for members.

To qualify for NAAD attachment, 91Cs must:

• Have no valid vacancy or attachment option in a USAR unit within 50 miles and a 90-minute commute from home.

• Be MOS qualified.

• Be a licensed practical nurse.

• Live within the continental United States.

NAAD members are assigned to high priority units in CONUS and mobilize with that unit. The detachment provides:

• An orientation at NAAD headquarters.

• Maintenance of all personnel, health, dental, finance, licenses and training records.

• Individualized training management (AT, school quotas, orders, etc.).

• A flexible training program.

Once assigned to NAAD, soldiers are expected to:

• Attend the NAAD orientation within six months.

• Maintain a valid, current, unrestricted LPN license.

• Complete NCO Education System requirements.

• Attend 12-14 days of annual training each fiscal year with assigned unit.

• Attend one drill period each month at a designated Reserve unit or civilian medical facility.

NAAD information
U.S. Army Reserve Command
(800) 359-8483
Lt. Col. Claudia Gibson
(ext. 7009)
Sgt. Jackee Brown
(ext. 7013)

HIV testing rules change

Effective July 1, 1996, all Army Reservists not on active duty will undergo HIV testing during their periodic physical exams at five-year intervals. Previously, surveillance testing was done every two years. The two-year requirement remains in effect for soldiers on full-time duty (Active Guard Reserve).

This new policy also affects testing frequency for active duty orders. Army Regulation 600-110 is being revised accordingly. Highlights of the changes:

USAR, not on active duty

- **Surveillance testing – Every five years during physical exam**
- **Active duty tour of 30 days or less either CONUS or OCONUS**
  Negative test within five years prior to departure date
- **Active duty tour of more than 30 days either CONUS or OCONUS**
  Negative test within six months prior to report date
- **Transfer from one Reserve Component to another – Within last five years**

USAR, on full-time duty (Active Guard Reserve)

- **Surveillance testing – Once every two years**
- **Periodic physical exam – Once every five years**
- **TDY 179 days or less either CONUS or OCONUS**
  Negative test within two years prior to departure date
- **TDY more than 179 days**
  Negative test within six months prior to departure date
- **OCONUS exercise deployment 179 days or less**
  Negative test within two years prior to departure date
- **OCONUS exercise deployment more than 179 days**
  Negative test within six months prior to departure date

Fitness tips

Make P.T. part of unit training

Some physical training tips for commanders:

• Lead by example. Leaders at all levels must be visible and active participants in physical training programs.

• Send a soldier to the two-week Master Fitness Trainer course, conducted by the U.S. Army Physical Fitness School, Fort Benning, or by mobile training teams from USAPFS. Course information is listed on the computerized ATRRS under school code 964. One MFT is recommended in all Forward Support Package units.

• Stress to soldiers that it's their professional responsibility to stay fit.

• Don't relax the standards.

• Preach healthy eating habits. The average American diet is about 43 percent fats. Fat consumption, not overeating, is the main cause of obesity. A great way to enhance any diet is to drink lots of water.

For information on health and fitness, call:
Capt. Todd Peterson
USAPFS
(706) 545-6338 or 2737

MAILCALL

Who gets Army Reserve magazine?
It's mailed to the home address of all soldiers in the Ready Reserve (Troop Program Units, Individual Ready Reserve, Individual Mobilization Augmentees and Active Guard Reserve). Retirees must subscribe (details, p. 4).

Must I stay in the Retired Reserve?

IN DECEMBER 1992 I RESIGNED from the Reserve Component due to a family illness. I was placed in the Retired Reserve (I have a 20-year letter). I have two questions. Could I return to active Reserve status? If not, how do I obtain a Retired Reserve I.D. card?

SGM (Ret.) C.M. Graves
Quitman, Miss.

Soldiers may apply for transfer from the Retired Reserve to a Troop Program Unit, Individual Mobilization Augmentation assignment or the Individual Ready Reserve. For a TPU slot, the Retired Reservist must apply through the TPU commander. For an IMA assignment, apply through Commander, U.S. Army Reserve Personnel Center, ATTN: ARPC-MOT-I, 9700 Page Avenue, St. Louis, Mo., 63132-5200, or call (800) 245-8466. For transfer to the IRR, the retiree must apply through Commander, ARPERCEN, ATTN: DARP-EPS, or call (800) 325-1869. Eligibility criteria for transfer out of the Retired Reserve can be found in Army Regulation 140-10, Chapter 6.

For information on Retired Reserve I.D. cards and privileges, call ARPERCEN's Retired Activities Division, (800) 325-8311.

Is mileage paid for travel to/from AT?

SHOULD I BE PAID A MILEAGE allowance when traveling from my home station to duty station for annual training?

Cpl. Keith S. Hafenbreidel
Collinsville, Ill.

It depends on your orders. If you are on individual orders and the orders state you are authorized payment of mileage, you receive 30 cents per mile. If you are on group travel orders or elect to drive your personal vehicle for convenience, then the mileage allowance is not paid.

'Ooah' has roots in Civil War battle cry.

I READ WITH SOME INTEREST THE article "Ooah! What does it mean?" (Winter 1996). As a Civil War buff, I find it incredible that the article did not mention the cheer "Hurrah" or "Huzzah" was used by Union Army regiments at virtually every battle. It does not take a great leap of imagination to suggest that the "Hurrah" of the Union Army has transformed itself into the "Ooah" of today's Army. There may certainly be a lineage, as it were, of the specific phrase "Ooah" going back to the 1840s. I would suggest, however, that there is a more direct connection to a battle cheer used in the bloodiest (and perhaps most important) war in our nation's history.

Capt. R.M. Beauchesne
Mashpee, Mass.

Give NCOES credit for USMC training.

IN OCTOBER MY ENLISTMENT contract expires after 12 years of military service, seven of those years on active duty in the Marine Corps. The Army Reserve will not look at my promotion packet because I attended the Marine Corps NCO and Staff NCO courses, not Army BNCOC and ANCOC. Is there any way to circumvent this regulation that says I must attend Army schools? I can see not allowing Air Force, Navy or Coast Guard courses, but the Marine Corps and Army are essentially identical in NCO doctrine and leadership.

Sgt. Brett A. Bastian
Moses Lake, Wash.

Training and Doctrine Command (TRADOC) Message 050523Z, dated May 1993, awards Primary Leadership Development Course (PLDC) credit for the USMC courses you took IF taken as a resident student. If taken non-resident, or at the USMC Institute in Washington, D.C., the courses are not equivalent to Army PLDC. You should request in writing through your chain-of-command to TRADOC for PLDC credit, then apply through normal channels to attend the Basic NCO Course (BNCOC).

What's the status of Haitian medal?

I THINK THE PROPOSED HAITI Medal of Democracy should be awarded to all soldiers who supported Uphold Democracy, even those U.S. personnel serving under command of the United Nations. Has this award been approved?

Spc. Christopher R. Owens
Deltona, Fla.

According to the Military Awards Branch, U.S. Total Army Personnel Command, the Medal of Democracy proposed by the government of Haiti was declined by the U.S. Secretary of Defense on Feb. 5, 1996. However, the United Nations Medal was approved in October 1995 for U.S. military personnel supporting Operation Uphold Democracy.

Do NG units allow points-only drills?

HOW DOES SOMEONE IN THE Individual Ready Reserve or the Individual Mobilization Augmentation program drill for points only? Also, why is it so difficult to get National Guard units to let you drill for points only?

Capt. Vernon Atkinson
Lawrenceville, Ga.

MAILCALL

As an IRR or IMA soldier, you must first identify a unit that will accept you in an attached drilling status for points only. You must complete a DA Form 4651-R (Request for RC Assignment/Attachment), have the unit fill in a certain portion, and send to Commander, ARPERCEN, ATTN: OP (officers) or EP (enlisted soldiers), 9700 Page Avenue, St. Louis, Mo. 63132-5200. On receipt of a properly completed DA 4651-R, ARPERCEN will issue an attachment order which will authorize drilling points. Attachments to National Guard units are left up to local Guard units, which will try to accommodate Army Reservists so long as there is an opportunity for training in a matching skill.

Is new AFSM also for RC soldiers?

I RECENTLY LEARNED THAT President Clinton authorized award of the Armed Forces Service Medal. What are the requirements? Are Reservists eligible?

Lt. Col. Samuel E. Nelson
Columbus, Ga.

The AFSM was established by Executive Order 12985 on 11 Jan 96. The AFSM may be awarded to members of the armed forces, including Army Reservists, who, after June 1, 1992:

- *Participated as a unit member in a qualifying operation for one or more days in the designated area of eligibility and encountered no foreign armed opposition or imminent threat of hostile action, or*
- *Were engaged in direct support for 30 consecutive days in the area of eligibility or 60 nonconsecutive days provided the support involved entering the area of eligibility.*

The AFSM is a theater award, and can be awarded only if no other U.S. campaign or service medal is approved.

Retired in Texas but still 'Hooahh!'

HAVING SERVED WITH THE 490th Civil Affairs Battalion, Abilene, Texas, on many overseas exercises, I know it is a "Hooahh!" unit. I thought you might be interested in a photo of my pickup license tag. God bless the U.S. Army Reserve. Hooahh!

SFC (Ret.) Thomas Wishart
Abilene, Texas

When is a DD214 issued for ADT?

I SERVED A TOTAL OF 58 DAYS during Desert Storm with a one-day break between Active Duty for Training orders. Am I entitled to a DD214? If so, how do I get one issued?

SFC Jean A. Inman
Milwaukee, Wis.

OCAR's Personnel Division responds: "SFC Inman is right to be concerned regarding her eligibility for a DD Form 214. The 214 is the most important document that the Army gives a soldier leaving active duty and is essential to establishing eligibility for many benefits. Unfortunately, the answer to her question is brief. Army Regulation 635-5, Separation Documents, Paragraph 1-4a(1)(b), requires preparation of a DD Form 214 after completion of 90 or more days of continuous ADT. Two periods of ADT totalling 58 days with a one-day break are not qualifying. Soldiers who meet the above criteria and who did not receive a DD Form 214 should contact: **Veterans Services Directorate, ARPERCEN, ATTN: ARPC-VSE-B, 9700 Page Avenue, St. Louis, Mo. 63132-5200.** *Or, call* **(800) 874-8451, ext. 5250.**

Low APFT goals invite disaster.

IT WAS INDEED UNFORTUNATE that Spc. Mary Sweeney failed to meet the minimum score of 60 points by only one second on the run portion of the APFT (Mailcall, Winter 1996). There were 58 other PLDC candidates that also did not meet the minimum standards during the APFT that morning, some of them by only one push-up or one sit-up. As the NCOIC of the APFT given to Spc. Sweeney, I would like to address several concerns that I have in reference to her letter.

First, in her statement about letting her unit and family down, she states, "There was nothing (I) could have done to make a difference." That's completely false. There are numerous things that soldiers who are preparing to attend NCOES courses can do to ensure success during the APFT. FM 21-20, Physical Fitness Training, outlines several programs to help soldiers prep for the APFT.

Second, directions listed in FM 21-20 for the run event state, "On the command 'Go,' the clock will start." Spc. Sweeney heard those instructions twice the morning of the APFT. If Spc. Sweeney felt she needed those critical four seconds that it took her to reach the starting line to meet the minimum standards for the two-mile run, then she should have positioned herself closer to the starting line.

Finally, after checking the weather and temperature that was annotated on her form DA 705 (P.T. card), "clear and 78 degrees" is not considered what she quoted as being at "very dangerous lev-

"Soldiers need to start taking individual responsibility for their own state of physical fitness. We need to report to NCOES courses not concerned with meeting the minimum standards, but rather attempting to reach the maximum standards." SFC Matthew K. Dubois

els," especially at 0600 hours. This academy has a very stringent Risk Assessment Plan. We, at all times, look out for the welfare of our students.

Soldiers need to start taking individual responsibility for their own state of physical fitness. We need to report to NCOES courses not concerned with meeting the minimum standards, but rather attempting to reach the maximum standards. Reserve soldiers cannot keep fooling themselves into believing that the physical fitness training conducted once a month at drill is adequate enough to pass the APFT.

SFC Matthew K. Dubois
Fort Chaffee, Ark.

Fort Eustis grants 88K and 88L MOS.

THE MARINE WATERCRAFT Branch at Fort Eustis, Va., takes exception to part of the article written on the USAR's school at Seattle Central Community College (Winter 1996) for watercraft operators and marine engineers.

The Marine Watercraft Branch has no problems meeting the needs of the Army Reserve for MOS-producing school requirements. The USAR's needs are different than that of the active Army and the Marine Watercraft Branch understands this. In the past we have made arrangements with the Reserve Component to assist in their training needs. This has been accomplished through Mobile Training Teams training here at the school and by providing all course information to Seattle Central Community College, along with subject matter experts to ensure the course was in line with the school's approved program. Reserve units in Washington state asked for this help because they were having difficulty getting their soldiers to Fort Eustis, Va., because of the length of our school (not because we could not, or would not, provide the training, and not because we didn't have the seats).

It should be noted that the training received at Seattle Central Community College and the training received at the MOS-producing school at Fort Eustis is quite different. The training in Seattle is the bare minimum with not all subjects being taught or covered in depth. There is only one MOS-producing school for the Army, and that is located at Fort Eustis.

SFC Russell A. Morgan
NCOIC, Marine Watercraft Branch
U.S. Army Transportation School
Fort Eustis, Va.

Both the writer and editor knew the courses taught in Seattle were not MOS producing. That point should have been made clearer in the article. There was no intent by this magazine to criticize the excellent work done by the U.S. Transportation School at Fort Eustis.

Students who complete the certification course in Seattle must still pass the duty performance (licensing) test once they return to their units. When that test is passed, the unit sends a request to Fort Eustis for award of the MOS.

We want to hear from you. Write ARMY RESERVE Magazine, Attn: Mailcall, 1815 North Fort Myer Drive, Suite 305, Arlington, VA 22209-1805. We can't print every letter, but we'll try to present a cross-section of views, opinions and questions of general interest. Your letter may be edited to conserve space.

Commentary

Commissary's best value has no price tag

Reservists know the value of their 12 commissary shopping trips. But those trips offer more than just savings for serving our country. They offer civility, courtesy and respect.

Just as I entered a commissary recently, I watched a young soldier, his son in tow, observe an elderly retiree struggling with a recalcitrant plastic bag. Without a word, the soldier strode over, volunteered to help, opened the bag, read a few prices that were "bifocal" difficult, and stretched to reach distant produce.

Later I saw a teenager pushing her cart for her mother, observing "rules of the road," patiently waiting, yielding to others, or "begging your pardon."

Elsewhere it was "yes sir" or "no ma'am" – from the customers to the staff. People helped each other, indicating which were good buys, which items were nutritionally better – caring for each other as family members.

The commissary's about values, all right, but it's more than those price tags.

Maj. Brian L. Goldbeck
Fairfax, Va.

As a new Reservist I recently accompanied the 410th Theater Material Management Medical Center (Washington, D.C.) to field training at Fort A.P. Hill, Va., which went off without a hitch. Even though I was a fresh recruit still awaiting Basic Training, I was made to feel welcome by the 410th and engulfed in an esprit de corps that reminded me of my long-lost high school days. We cooperated as a team and accomplished much that day – rifle range firing, map reading, NBC training, and most importantly, first-hand experience in field training.

In light of some of the less-than-favorable press which the military has been receiving lately, I must confess that I was truly inspired by the selflessness exhibited by this group of fine individuals who give up their weekends to serve our country.

Spec. William Henry Garcia
Arlington, Va.

ARMY SHORTS

USAR now manages Devens

On April 1, 1996, the Devens (Mass.) Reserve Forces Training Area opened for business.

Its predecessor, Fort Devens, officially closed March 31 after an illustrious history dating to 1917.

In its new status, Devens RFTA will retain a 5,325-acre enclave for Reserve Component training, primarily for units in New England.

Facilities at Devens RFTA include:

- Small-arms ranges
- Bivouac areas
- Lanes Training
- Forward Observer Trainer
- Training Audio Visual Support Center
- Barracks (housing up to 900 soldiers)
- Two dining facilities
- Regional Training Sites medical and maintenance
- Military clothing store
- Commissary
- Class VI store
- Conference center

Remaining units at Devens RFTA are the 94th Regional Support Command and Readiness Group Devens. Devens RFTA will support over 42,500 reservists in the six New England states.

Fort McCoy oversees operations and funding at Devens RFTA, as it does for other USAR direct-reporting installations (Parks RFTA and Fort Hunter-Liggett, both in California, and Fort Pickett, Va.).

Shades of Green open to USAR

Army Reservists can stay at *Shades of Green*, the Armed Forces Recreation Center hotel at Walt Disney World in Florida.

Military pay grade determines the room rate:

- E-1 through E-5 – $55 per night.
- E-6 through E-9, O-1 through O-3, WO1 through CWO 3 – $79.
- O-4 through O-6, CW04 through CWO5 – $89.
- O-7 through O-10 – $95.

Room rates are based on double occupancy. Add $10 for each additional adult. For single occupancy, subtract $2 from the above rates. Maximum occupancy is five per room.

A military ID card is needed at check-in.

For room reservations, call (407) 824-3600.

Reservists can also stay at AFRC hotels in Hawaii, Korea and Germany.

New award honors Army spouses

Spouses of Army Reservists who have contributed significantly to the quality of life for soldiers can receive official recognition with the Dr. Mary E. Walker Award.

Dr. Walker is the only woman to receive the Medal of Honor. She was a humanitarian devoted to the care and treatment of the sick and wounded during the Civil War, often at the risk of her own life, serving on a volunteer basis as a field surgeon. She died in 1919 at age 86.

Eligibility for the DRMEW: Spouses (male and female) of active Army, Army National Guard and Army Reserve soldiers of all ranks who, as a volunteer, "exemplify personal concern for the needs, training, development and welfare of soldiers and concern for families of soldiers." Awardees receive a certificate of achievement signed by the first general officer and command sergeant major in the chain-of-command, and a membership medallion.

Information on the award is found in FORSCOM Reg 215-5, Morale Welfare and Recreation, dated March 1, 1996.

AAFES check cashing limit raised

Beginning July 1, all Army and Air Force Exchange Service (AAFES) authorized customers can cash checks up to $300 at all main store facilities.

The new limit applies to personal checks and two-party checks with name imprints provided on the check. Without an imprint, the old limit remains in effect: $100 per family per day for check cashing.

There is no cost to cash checks at AAFES facilities.

"The most impressive thing on your resume is a coffee stain."

Extremely important information attached

NEW BENEFIT

You'll have an opportunity to enroll soon.

Extremely important information attached

NEW BENEFIT

You'll have an opportunity to enroll soon.

Ready Reserve
Mobilization Income Insurance Program

On Oct. 1, 1996, soldiers in the Army Reserve and National Guard become eligible for the Ready Reserve Mobilization Income Insurance Program (RRMIIP). This program of insurance is designed to help you and your family avoid significant financial hardship when you are involuntarily called to active duty for more than 30 days in support of a national emergency or operational mission (other than for training). The program pays participating soldiers a monthly benefit between $500 and $5,000 for up to one year, or a maximum of 12 months out of any 18-month period. The benefit is determined by the monthly premium the soldier pays into the program (premium rate is $12.20 per month for every $1,000 of insurance coverage). Insurance benefits are paid in addition to normal military pay entitlements.

THIS IS A VOLUNTARY PROGRAM, and requires the soldier to enroll in writing. As the law currently is written, there is normally only one opportunity to elect to participate in RRMIIP. For most Reservists, a 60-day enrollment window begins Oct. 1, 1996. **More information will be provided this fall through your unit, or if in the Individual Ready Reserve or Individual Mobilization Augmentation, by mail from the Army Reserve Personnel Center, St. Louis.**

It is important that you give careful consideration to your decision to participate – or not participate. Your decision may be one of the most important you make regarding your financial affairs.

Reminder

Attach this card to your refrigerator or bulletin board as a reminder of the enrollment window for the Ready Reserve Mobilization Income Insurance Program. A 60-day enrollment window begins Oct. 1, 1996, for most Reservists. RRMIIP is a voluntary program that pays participating soldiers a monthly benefit of up to $5,000 if called to active duty involuntarily for more than 30 days (other than for training).

Ready Reserve
Mobilization Income Insurance Program

(Give this card to a fellow Reservist who's unfamiliar with the RRMIIP)

- This is a voluntary program. Reservists must enroll in writing during a 60-day enrollment window, which for most soldiers, begins Oct. 1, 1996. Under current legislation, most Reservists have only one opportunity to enroll. **More information will be provided this fall through your unit, or if in the Individual Ready Reserve or Individual Mobilization Augmentation, by mail from the Army Reserve Personnel Center, St. Louis.**

- RRMIIP pays a monthly benefit of between $500 and $5,000 for up to 12 months if mobilized involuntarily for over 30 days in support of a national emergency or operational mission (other than for training). The amount of the benefit is determined by the monthly premium the soldier pays into the program.

- All soldiers in the Ready Reserve are eligible (IRR, IMA, Troop Program Unit), except those on active duty, to include the Active Guard Reserve.

- The premium rate is $12.20 per month for every $1,000 of insurance coverage. Premiums can be paid by automatic deduction from a qualifying bank account or by personal check.

Ready Reserve
Mobilization Income Insurance Program

Q. **Who is eligible?**
A. Any soldier in the Ready Reserve (Individual Ready Reserve, Individual Mobilization Augmentation, Troop Program Unit), except for those on active duty, to include the Active Guard Reserve.

Q. **How do I enroll?**
A. You must complete an application packet. **Information and application packets will be available this fall from your unit, of if in the IRR or IMA, by mail from the Army Reserve Personnel Center, St. Louis.** The 60-day enrollment window for most Reservists begins Oct. 1, 1996.

Q. **How will I pay the monthly premium?**
A. In one of two ways: 1) By automatic deduction from your bank account, if your bank provides this service, or 2) Quarterly payment by check. The premium rate is $12.20 per month for every $1,000 of insurance coverage.

Q. **How will the benefits be paid?**
A. The payment period begins on the 31st day of active duty IF the soldier is a participant in the program and is mobilized involuntarily (for other than training). Payments continue for up to one year, or a maximum of 12 months out of any 18-month period.

Q. **Will I be able to increase my coverage at a later date?**
A. The law does not currently provide for an increase in the schedule of benefits.

Q. **If I decline to accept coverage now, can I enroll at a later date?**
A. Generally, no. Under current legislation, as long as an individual remains in the Ready Reserve, that member will be given only one opportunity to enroll and to select the level of coverage.

Q. **If mobilized and drawing the benefit, must I still pay the premium?**
A. Yes. It is like any other insurance program. Premiums are continuously collected to build the fund from which benefits are paid.

Ready Reserve
Mobilization Income Insurance Program

(Give this card to a fellow Reservist who's unfamiliar with the RRMIIP)

With the signing of the FY 96 National Defense Authorization Act, members of the Army Reserve and National Guard gained the ability to protect their civilian income from losses accrued by federal military service. The act created a voluntary income insurance program that takes effect in October 1996, a benefit prompted by our experience in the Persian Gulf War. A survey of Reserve Component soldiers after that conflict revealed that approximately two-thirds of the nearly 250,000 Reservists activated during Operation Desert Shield/Storm suffered economic loss due to:

- Military pay being less than civilian income (to include Reserve pay);
- Additional expenses incurred by the member and his/her family as a result of activation;
- Continuing losses after release from active duty due to erosion of a civilian business or professional practice.

Approximately two-thirds of the enlisted members and one-half of the officers surveyed indicated they would buy income insurance. As a result, Congress approved the **Ready Reserve Mobilization Income Insurance Program**, which provides a monthly benefit to participating soldiers involuntarily called to active duty for a national emergency or operational mission (other than for training).

Look for more information on RRMIIP this fall at your unit, or if in the Individual Ready Reserve or Individual Mobilization Augmentation, by mail from the Army Reserve Personnel Center, St. Louis. For most Reservists, a 60-day enrollment window begins Oct. 1, 1996.

Reminder

Attach this card to your refrigerator or bulletin board as a reminder of the enrollment window for the Ready Reserve Mobilization Income Insurance Program. A 60-day enrollment window begins Oct. 1, 1996, for most Reservists. RRMIIP is a voluntary program that pays participating soldiers a monthly benefit up to $5,000 if called to active duty involuntarily for more than 30 days (other than for training).

Past, present, future

Maj. Randy Pullen

Maj. Gen. Calvin Lau, the U.S. Army Pacific deputy commanding general for the U.S. Army Reserve, pins a medal on junior ROTC cadet Lt. Col. Elaine Ah King of Waianae High School during the 14th Annual JROTC Parade and Awards Ceremony held at Fort Shafter, Hawaii, in April. At left is Mr. William W. Paty, Jr., Civilian Aide to the Secretary of the Army for Hawaii and a World War II paratrooper who jumped into Normandy. Cadets from 24 high schools were honored at the awards ceremony.

In gratitude **Remarks by Gen. Dennis J. Reimer, Army Chief of Staff**

On April 13, 1996, I had the privilege of participating in the naming ceremony for the Army's newest Strategic Sealift Ship – the USNS *Shughart*.

It was more than just the commissioning of another Navy ship. It was a very emotional and uplifting experience which reaffirmed that soldiers are our core competency and values are the bedrock of this great institution.

The USNS *Shughart* is the first of 19 large, medium speed, roll-on/roll-off and lift-on/ lift-off ships that will carry U.S. Army equipment, vehicles and supplies.

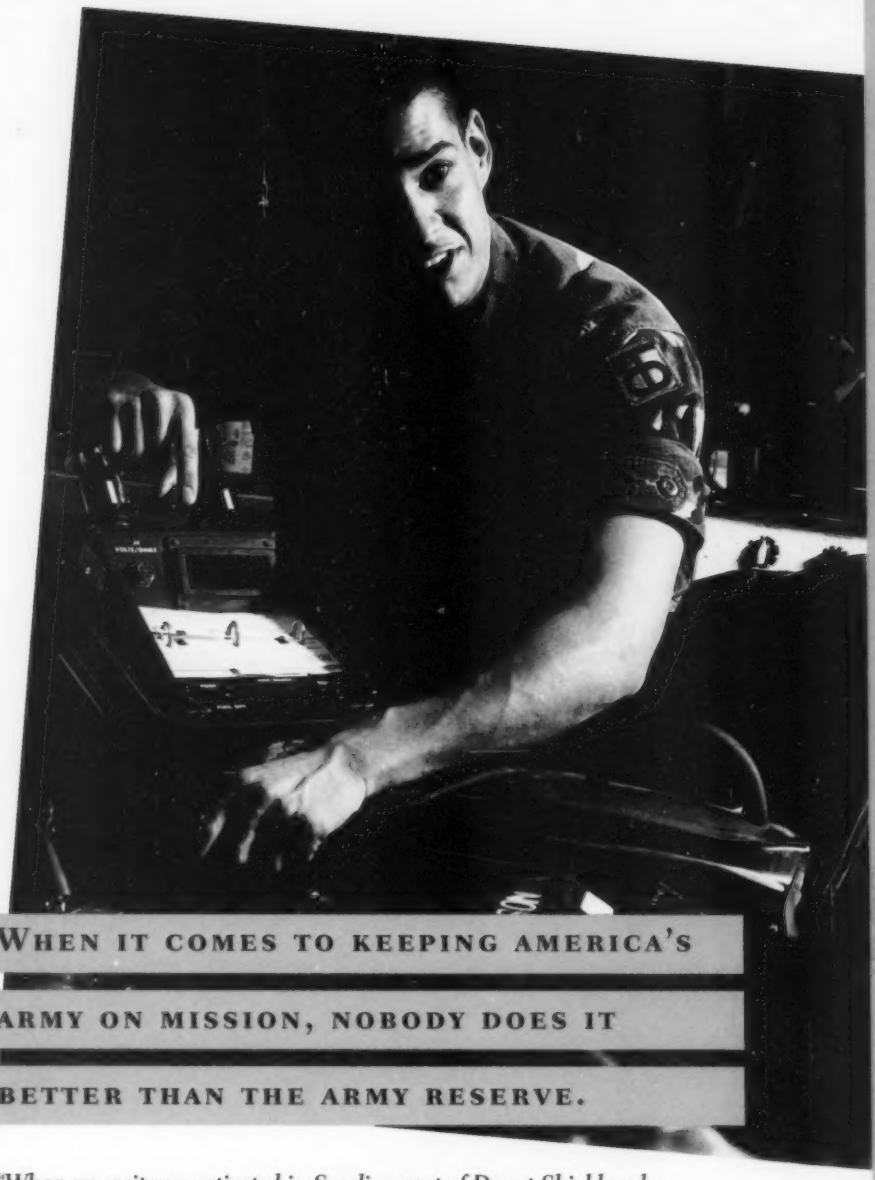
This great ship is most appropriately named for a great soldier, SFC Randall Shughart, who was posthumously awarded the Congressional Medal of Honor for his actions in Somalia. By living the creed "Duty, Honor, Country," SFC Shughart personified General Creighton Abrams' belief that "the Army is not made up of people, the Army is people," people who live – and sometimes die – by the values that have always made this Army great.

On Oct. 3, 1993, when an Army helicopter was shot down near Mogadishu, Somalia, SFC Shughart volunteered to be inserted on the ground to protect the helicopter crash site and four critically wounded personnel. Equipped with only his sniper rifle and a pistol, SFC Shughart fought his way through intense small-arms fire to the crash site. He pulled the pilot and crew from the aircraft, established a perimeter and protected the downed crew until he was killed. An eyewitness said, "Anyone in their right mind wouldn't have done what they (SFC Shughart and his team leader) did." But he passionately believed in the creed that says "I will not fail those with whom I serve."

Values are what made him do what he did, and those are the things you must emphasize to all new soldiers. We need to talk about those values, and I ask you to do that. All of us in leadership positions must be able to exemplify values. Talk is not enough — you must set the example.

The heroine of the ceremony, without a doubt, was SFC Shughart's widow, Stephanie. I wish everyone could have seen the courage and selflessness she imparted to all who were there. She told us that SFC Shughart was a firm believer in the Ranger creed, that we never abandon fellow soldiers on the battlefield, no matter how extreme the circumstances. She said it takes a "remarkable man to not only read a creed, and memorize a creed, but to live a creed." Her care and compassion for her husband's teammates, who were killed in the battle, were inspiring.

If you personalize such an event and imagine that it could have been your spouse, or the spouse of any one of our great American soldiers who risk their lives every day, you could only hope they could be as strong and as selfless as Stephanie was. It makes you thankful and grateful for the little things in life as well as for the many sacrifices so many of our soldiers make every day. We can never take that for granted. I was truly impressed by Stephanie's courage and quiet integrity. She wanted the audience not to focus only on the heroic actions of her husband but also to remember his "mates as well – a poet, a pianist, a crack shot, and a man who only wanted to work his farm."



Specialist Ruben Castillo

WHEN IT COMES TO KEEPING AMERICA'S ARMY ON MISSION, NOBODY DOES IT BETTER THAN THE ARMY RESERVE.

"When my unit was activated in Saudi as part of Desert Shield and Desert Storm, we were out close to the front. By working to maintain and relocate tanks, we helped the Army accomplish its mission. There's no question that my unit and the rest of the Army Reserve played a major role in the success of Desert Storm."

U.S. ARMY RESERVE

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